

legalCadre

SHAPING THE FUTURE OF LAW

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FUTURE READY LEADERSHIP DEVELOPMENT

We help law firms thrive from the inside out.

Legal Cadre is a unique team of ex-lawyers, leadership specialists, and accredited coaches (ICF & EMCC)

We have over 70 years of combined experience in legal and professional services.

We support law firms to strengthen leadership, embed culture, and reduce people risk through practical development and coaching solutions, all tailored to the legal sector.

Everything we deliver is mapped to SRA competencies and tracked via our award-winning coaching platform, giving you real-time data on confidence levels, leadership progress, and where to focus further support.

Our flagship programme is approved by the Leadership Institute and delivers 25 CPD points.

THRIVING LAW FIRMS ARE BUILT BY THRIVING LAWYERS



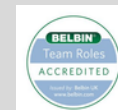
JANE GILCHRIST
EXECUTIVE COACH



ALEC PEARSON
EXECUTIVE COACH



KATE ADEY
EXECUTIVE COACH



WHY LAW FIRMS CHOOSE US

Law firms are built on exceptional technical ability. But as lawyers progress, they're expected to lead, to manage teams, shape culture, supervise risk, and support others, but leadership development is not straightforward.

We saw the gap.

So we built IMPLEMENT: A unique 9 stage legal leadership and development framework, aligned to SRA competencies designed specifically for legal professionals at all levels who want to improve performance, strengthen leadership skills and future proof their legal careers. This framework delivers practical growth in areas that matter most: people management, business development, mindset, risk, strategic thinking and more.

WHY IT WORKS

- IMPLEMENT is more than a framework. It's how we deliver lasting change.
- Whether we're leading workshops, running leadership programmes, or coaching one-to-one, we bring structure, follow-up and accountability into everything we do.
- We develop learning to match your strategy, culture and firm structure.
- We coach people to apply what they learn, so change actually happens.
- We track progress in real time through our award-winning platform.
- We equip you with data to show to measure success and understand what's working and where to focus next.

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28 +
COLLECTIVE YEARS OF
COACHING AND DEVELOPMENT
EXPERIENCE

3000 +
COLLECTIVE
COACHING HOURS

5000 +
COLLECTIVE FACILITATION
HOURS

IMPLEMENT AT A GLANCE

IMPLEMENT	KEY OUTCOMES	SRA	SUPERVISOR SUPPORT
INSIGHT	Emotional intelligence, self-awareness & reflective thinking.	A, C	Enhances relational supervision, empathy & reflective judgment.
MINDSET	Resilience, growth mindset & adaptability.	D	Develops personal responsibility, learning agility & openness to feedback.
PURPOSE	Aligning personal goals with firm strategy & values.	D, B	Links supervision to broader firm goals & culture.
LEADERSHIP	Ethical, visible & inclusive leadership.	A, D	Models good leadership behaviours & guides others.
EXCELLENCE	Clear roles, standards, client service excellence, delegation & feedback.	D	Strengthens client service, supervision, direction & performance conversations.
MANAGEMENT	Time, workload, and resource planning.	D, B	Supports risk control, planning, client service oversight.
ENGAGEMENT	Collaboration, psychological safety & coaching skills	C	Creates a culture of support, open dialogue & recognition.
NAVIGATION	Leading through uncertainty, change & decision-making.	A.D	Helps teams adapt & manage complexity.
TRACK	Turning learning into action with structure & accountability.	D	Drives consistency & progress.

WHAT WE OFFER

We offer a range of coaching-led programmes to meet you where you are:

Board & Strategy Days

Facilitated half or full day sessions focused on aligning people strategy, performance and leadership culture.

Leadership Programmes

For Partners, Senior Associates. Associates and Supervisors, building strategic thinking, influence, visibility and impact.

Team Workshops

Helping teams align behaviours, culture and client delivery for consistent performance across the firm.

Team & Group Coaching

Developing collective capability, cohesion and accountability to embed change across functions and departments.

1:1 Coaching

Focused, confidential support for individuals navigating change, promotion, or specific people challenges.

Early Career Support

Helping apprentices, trainees and junior associates build strong professional foundations in collaboration, resilience and commercial awareness.

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COACHING PROGRAMMES



THE ELEVATED LEADERSHIP PROGRAMME



For Senior Associates, Partners, and Supervisors who lead others. Builds strategic thinking, high-impact behaviours, and the confidence to lead with clarity and influence. Focused on practical tools from the IMPLEMENT Framework to drive team and firm-wide performance.



TEAM AND GROUP COACHING

Strengthens team dynamics, collaboration, and collective impact. This programme helps teams align around shared goals, improve communication, and build a culture of accountability, enabling consistently high performance cross functions and departments



EARLY CAREERS PROGRAMME: APPRENTICES, TRAINEES & JUNIOR ASSOCIATES

For apprentices, trainees and junior associates. Builds confidence, resilience and self-leadership using the IMPLEMENT Framework. Supports sustainable success through strong foundations in collaboration, personal effectiveness and professional skills.



1-1 COACHING PROGRAMMES

Confidential, focused support for all legal professionals navigating specific challenges, stepping into new roles, or preparing for promotion. Ideal if you are seeking personalised development outside of a structured programme.

WORKSHOPS

COACHING SKILLS FOR LEADERS:

Strengthen your leadership. Empower your team. Make time for conversations that count.

This practical workshop helps you embed coaching into everyday conversations without adding to your workload. You'll learn how to ask better questions, unlock motivation, and support performance in a way that's sustainable and scalable. without dropping the day job.

DELEGATION SKILLS:

Lead with confidence. Delegate with clarity. Develop your team.

Delegation isn't just about passing on tasks — it's about building trust, developing capability, and making space to focus on the work only you can do. This session equips legal leaders with a practical, structured approach to delegation

FEEDBACK SKILLS:

Say it well. Hear it better. Make feedback part of how you lead.

Feedback is the fuel for growth, but in law firms, it's often left too late, delivered poorly, or avoided altogether. Whether it's positive reinforcement or a tough conversation, how you give (and receive) feedback shapes trust, confidence, and performance.

This session is designed to build confidence in delivering feedback that lands, clearly, constructively, and with impact. It also explores how to create a feedback culture, where people feel safe to speak up and grow.

CHALLENGING CONVERSATIONS:

Tackle the tension. Say what matters. Keep relationships strong. Challenging conversations are part of leadership — whether it's performance issues, behaviour concerns, or resetting expectations. This practical session builds confidence to say the hard things in a way that is clear, calm and constructive. You'll leave with tools to structure the message, manage emotion (yours and theirs), and steer the conversation toward a productive outcome — without burning bridges.

EFFECTIVE SUPERVISION:

Build capability. Strengthen culture. Lead the next generation of legal talent.

Being a good supervisor goes far beyond checking work. It's about building trust, growing confidence, and helping others reach their potential, all while juggling your own client deadlines and responsibilities.

This programme is designed specifically for supervisors in law firms. Grounded in our IMPLEMENT model, it blends leadership skills with practical tools to help supervisors succeed and meet their obligations.

THE IMPACT

Our unique experience and practical delivery produces results:

Coaching + learning + follow-up = lasting behavioural change.

Retention: Lawyers stay where they feel developed, valued and supported

Succession: You build a confident leadership pipeline at every level

Client Growth: Aligned teams deliver better service and relationships

Reputation: Strong leadership strengthens your culture and your brand

Firm Results: Improved performance, reduced risk, and data to back it up

Insights: delivered through our coaching platform so you can track impact and adjust support as needed

Flexible Pricing: We offer firm-wide packages, per-person pricing, and programme bundles designed around your size, structure, and strategy.

"I enjoyed working with Jane on a one to one basis to support my transition from head of department and fee earning to managing director. Her knowledge, support and 'thinking outside the box' was great and the ability to have an independent sounding board for any ideas was invaluable. Thank you Jane! Highly recommend your services!"

Maxine, Managing Director, UK Law Firm

"Working with Kate has been brilliant. In just three sessions, we went so deep it felt like we'd been working together much longer. Her insight, guidance, and fresh perspectives helped me break free from negative patterns and reconnect with my strengths and value. I now feel more hopeful and equipped with practical tools I can use every day."

Caroline, Counsel, International Law Firm

Alec provided me fantastic guidance and support during a transitional time of my career when I was lacking confidence and questioning my abilities. He has a wonderful ability to provide considered and practical insight, bespoke to you to, in order for you to develop in your professional life and continue to perform at a high level for the long-term."

Stuart, Partner, UK Law Firm

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CONTACT US

Do you want to your law firm to grow from the inside out ?

Are you ready to stand out in the market through your people and your culture?

It's time to IMPLEMENT.

If you would like more information, we are always happy to have an informal chat.
Let's talk.

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🌐 www.rhubarbhive.co.uk

Let's shape the future of law—from the inside out.

