The Five Roles of the Master Herder - Leadership for Law Firm Leaders

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PURPOSE
Introduce a unique Leadership Model to help you manage ever changing resources, schedules and various personalities.

THE PLAN: 3 Key Points
1. Explore Issues Facing Leaders in Law Firms
2. Introduce the Leadership Model
3. Explore an innovative 3 Prong Learning Method for Adult Learners
Your Take-Aways

• The Five Roles of the Master Herder Self-Assessment and Scoring Sheet
• Don’t Fence Me In Presentation Summary
• How to Gain Buy-in Handout

Challenges Impacting Law Firm Leaders EVERY DAY

Our Well Being
• Emotional Fitness
• Physical Fitness

Competition
• For Talent
• For Business

Minimal Opportunities For Our Own Development
• Self-Awareness
• Building Leadership Capacity
Introducing the Master Herder Model

Who Developed the Model and Why
It All Started With The Fulani Tribe

Master Herder Leadership Model

<table>
<thead>
<tr>
<th>DOMINANT</th>
<th>LEADER</th>
<th>NURTURE</th>
<th>SENTINEL</th>
<th>PREDATOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pushes from Behind</td>
<td>Pulls People Forward</td>
<td>Builds Relationships</td>
<td>Observes to Gain Big Picture</td>
<td>Protects and Makes the Tough Decisions</td>
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<td>Cowboys Taking Cattle to Market</td>
<td>Inspires People to Come Along</td>
<td>Supports the People and the Process</td>
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Which Role is Best?

• NONE
• The key is to create self-awareness around roles
• Have ability to use each role as needed
The Dominant – the Pusher

Benefits of the Dominant

• “Direct and Protect” orientation
• Excels at setting boundaries
• Breaks up fights
• Moves challenging members
Challenges of the Dominant

- Attacks others for no reason
- Increases panic and decreases problem solving
- Micromanages
- Does not consider other feelings

The Leader – The Visionary
Benefits of the Leader

• Visionary and creative qualities
• Calms and focuses
• Motivates through inspiration
• Troubleshoots

Challenges of the Leader

• Loses touch with others
• Gets too far out in front
• Unsympathetic
• Susceptible to workaholism
The Nurturer – Relationship Builder

Benefits of the Nurturer

- Appreciates diversity
- Offers support
- Mutual aid
- Supports process
Challenges of the Nurturer

- Is less likely to lead
- Assertiveness vs. aggression
- Sees dominant role as abusive
- “Two-faced” behavior

The Sentinel – The Observer
Benefits of the Sentinel

• Observer/witness
• Alerts others to danger
• Sees potential threats
• Fosters calmness/trust

Challenges of the Sentinel

• Overly logical
• Considers group needs over individual needs
• May withhold crucial information
• Problem-focused without offering solutions
The Predator - Protector

Benefits of the Predator

• Culls what is no longer needed
• Sensitive to resource drains
• Makes tough decisions during lean times
• Offers protection from predators
Challenges of the Predator

- Win at all cost
- Survival of the fittest
- Quick to cull
- Becomes aggressive when vulnerable

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Practical Assessment Tool

- Research Based; Turned Into Practical Tool
- Field tested on executives, senior leaders, mid level managers
- Focus on 3 Key areas of Competency Development:
  - Communication
  - Conflict
  - Change
- (What leaders need to manage change)

How the Learning Process Works
How the Learning Works

**THE C-E-O APPROACH**

- Classroom Learning
- Experiential Learning
- One On One Coaching
One-on-One Coaching

1. **Pre-Retreat**
   - Coaching session to assess individual needs

2. **During** Retreat
   - Coaching session in addition to group learning

3. **Post**-Retreat
   - Coaching session to apply and integrate learning
What is Mindfulness and its Role in Experiential Learning?

What is Mindfulness?

Mindfulness is a mental training practice that involves focusing your emotions, thoughts, and sensations to simply pay attention to all you are experiencing as you experience it.
Why is Mindfulness Meditation Important?

• Improves overall well being
• Reduces physical stress
• Reduces mental stress
• Improves clarity and focus
• Increases energy and stamina

Bottom line: Increases productivity and transforms negative patterns into positive productive behaviors.

Mindful Meditation & Self Reflection
Mindful Meditation: The Ultimate Key to Reflection

In Summary

1. Challenges
   • Well-Being
   • Fierce Competition
   • Minimal Leadership Training

2. Solution
   • Increased Self-Awareness through the Five Roles

3. Learning Process
   • Classroom Learning
   • Experiential Learning
   • One on One Coaching
Your Take-Aways

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Questions?
Contact Information

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