

# **POISED** *for* **PARTNERSHIP**

**HOW TO SUCCESSFULLY MOVE  
FROM SENIOR ASSOCIATE  
AND SENIOR MANAGER  
TO PARTNER**

**BY BUILDING A CAST-IRON PERSONAL  
AND BUSINESS CASE**

**FOR PARTNERSHIP**

**H E A T H E R   T O W N S E N D**

# Poised For Partnership From Senior Associate And Senior Manager To Partner By Building A Cast Iron Business And Personal Case To Make Partner In Any Firm

**Callum Laing**



## **Poised For Partnership From Senior Associate And Senior Manager To Partner By Building A Cast Iron Business And Personal Case To Make Partner In Any Firm:**

*How to Make Partner and Still Have a Life* Heather Townsend, Jo Larbie, 2019-12-03 Becoming a partner in a professional services firm is for many ambitious fee earners the ultimate goal But in this challenging industry with long hours high pressure and even higher expectations how do you stand out from the crowd How do you build the most effective relationships And how do you find the time to do all of this and still have a fulfilling personal life Now in its third edition *How to Make Partner and Still Have a Life* equips individuals at the start of their career through to partner with the skills needed to reach and succeed at the leadership level *How to Make Partner and Still Have a Life* details the expectations and realities of being a partner and outlines how you can continue to achieve once you have obtained the much coveted role This edition is updated with guidance on developing the right mindset for success and the importance of mentoring and sponsorship There is a specific focus on women and BAME professionals and the challenges faced by individuals coming from non traditional or under represented backgrounds Heather Townsend and Jo Larbie provide a guide to help you tackle common obstacles and work smarter not harder to reach the top Start your journey to partnership and still have the time for a life outside of work

**Poised for Partnership** Heather Townsend, 2021-03-16 Making the transition from senior employee to partner in a professional services firm is the hardest career move you will ever make The fully updated 3rd edition of *Poised for Partnership* is a clear roadmap for the post COVID 19 world that strengthens your case and makes reaching partnership inevitable if you ve got the right stuff And if you haven t it will show you how to get it If you buy this book you ll learn 1 How to score highly in the 12 key indicators which demonstrate your readiness for partnership 2 Tried and tested strategies to successfully make it thought to partner track and the partnership admissions process to partner 3 How to grow your profile and reputation even if you are mostly working from home 4 How to create a cast iron Business Case and Personal Case for partnership even if you don t have any previous experience of selling services 5 How to find enough time to start to consistently work on your career plan and win your own work even if your billable time targets are sky high *Poised for Partnership* is the book that moved my career forward and knocked years off of my partnership track This book is mandatory reading for anyone who wants to go from associate to partner Daniel Bernard Partner Twomey Latham Shea Kelley Dubin Quartararo LLP If you want to decodify what you need to do to get to Partner read this book A great addition to this edition of *Poised for Partnership* are the 12 indicators to help you navigate the route to Partner and develop the mindset and critical skills needed to succeed Angela Rixon Associate Partner EY **The Advocate**, 2001-08-14 *The Advocate* is a lesbian gay bisexual transgender LGBT monthly newsmagazine Established in 1967 it is the oldest continuing LGBT publication in the United States [Tackle The Challenges In This New Way Of Working](#) Tyler Fager, 2021-08-10 Read this book if you want to explore how to successfully move from senior associate and senior manager to partner by building a cast iron personal and

business case for partnership This book gives you the guidance you need to tackle the challenges which come with a new way of working such as How to grow your profile amongst the partners when you or they are not always in the office How to keep a separation between work and home How to create a strong hybrid team with good social cohesion      **Demonstrate Your Readiness For Partnership** Rogelio Hobart,2021-08-09 Read this book if you want to explore how to successfully move from senior associate and senior manager to partner by building a cast iron personal and business case for partnership This book gives you the guidance you need to tackle the challenges which come with a new way of working such as How to grow your profile amongst the partners when you or they are not always in the office How to keep a separation between work and home How to create a strong hybrid team with good social cohesion      **How to Make Partner and Still Have a Life** Heather Townsend,Jo Larbie,2012-11-03 The burning question on every ambitious fee earner s lips is how do I make partner at this firm This book is your route map to making it to the top in a professional services firm It shows you how to stand out be in the right place at the right time and build your kitbag of skills to overcome the many hurdles and reach the Holy Grail of becoming partner This book reveals what it really takes to make it and what it will involve once you re there It helps you make an informed decision on whether or not this is the right step for you and guides you on how to become a partner and still have a life of your own Heather Townsend and Jo Larbie show you the rules of the game laying bare exactly what you need to do to take the ultimate step      **Making Partner** John R. Sapp,2006 This concise resource offers useful practical advice about establishing goals fitting into the firm culture getting recognized focusing on client relations marketing one s abilities and the firm s expertise and other innovative ways to succeed in making partner Any law firm associate or law student interested in learning what it takes to become a partner will find this newly revised guidebook invaluable Ambitious young lawyers will turn to this insightful resource to help them formulate a step by step plan and be their guide for personal decisions and actions within their firm      **Business Partnership Essentials** Dorene Lehavi,2017-12-18 Business partnerships are vital to the US economy yet their failure rate is alarming 70% of them don t make it Dr Lehavi is leading the charge to reverse this statistic As a business partnership relationship coach she intimately knows the impact that these partnerships have on cofounders employees customers families local communities and global markets Business Partnership Essentials walks you through every phase of the process from choosing the right partner and operating your business on a daily basis all the way through to exit and planning for the unexpected This book is not a book on business startups and so it does not address the finances of starting up a partnership but rather it focuses on agreeing on all aspects of your relationship with your business partner Following Lehavi s guidance will ensure that you ve done everything you can to help your partnership succeed      **Forming a Successful Business Partnership** Jacklyn Saunders,2015-06-01 Starting a company takes time dedication and perseverance More often than not new business owners underestimate their own workload especially in terms of what it takes just to get their company up and running It s easy to burn through time and money

without even realizing it all of which is happening when the stakes are high and you're under pressure as you try to ensure the company's success. Being an entrepreneur requires taking risks as I'm sure you were aware when you signed up. And in this critical infant stage of your business you know that if it doesn't work out you may never recover from the loss of resources and self-esteem. This scenario is stressful and frustrating enough. Add a partner's expectations and differences of opinion and it can have disastrous results. Now consider if that partner is a close friend or even a spouse. Don't get me wrong I'm certainly not suggesting that you should go it alone. Having a business partner can be incredibly advantageous since that means you're sharing risk, responsibility and financial investments. Considering these types of assets, having a partner may even be the difference between being able to start a company vs. falling short of having the resources you'd need to even begin. However, with that said, there are certain aspects of the partnership arrangement that you need to think about, talk about with your partner, and formalize in writing, yes even if they're your spouse. This book will lead you through the 9 specific components of business partnership that for the sake of your company, your own personal finances, and your peace of mind must be formalized in writing. It doesn't matter how well you think you know the person you are considering going into business with. The items covered in this book are absolutely crucial to the successful start and end of a partnership and may well be just what helps protect the relationship you had together before starting the business. If you are considering starting a business with a partner or if you are already in the process of doing so, then this book is a must read.

**Business Partner Management** Klaus Krause, Tobias Schnitzler, 2022-09-28. This professional book provides a structured, industry-independent and at the same time practical insight into all types of business partnerships. Both relationships with external business partners and internal partnerships with colleagues and employees are considered in depth. The authors guide you through all phases of these partnerships, highlighting the different aspects and offering proven methods and practical tips for working successfully with partners. The focus is on people as partner and individual with interests and goals. The comparison to private partnerships is quite intentional and illustrates the explanations. Findings from brain research, learning and cooperation are also included.

**Strategic Business Partner (EasyRead Edition)**, **Strategic Business Partner (EasyRead Super Large 20pt Edition)**, **Making Partner** Robert Michael Greene, 1992 **All For One** Andrew Sobel, 2009-04-13. Corporate clients are demanding more value from their external advisors and consolidating their business around a smaller number of firms. These trends are forcing a variety of service providers from consulting firms to large banks to confront a series of difficult challenges. How do we create an all for one, one for all culture in which the whole is greater than the sum of the parts and we succeed in leveraging our global network to deliver value to clients? How do we mobilize the right people, resources and ideas across a multitude of organizational and geographic boundaries into each and every client relationship? How do we evolve from a trusted advisor to a trusted partner and build multi-year institutional relationships? All for One answers these questions with an innovative and comprehensive model for developing enduring institutional client

relationships what Andrew Sobel refers to as Level 6 Trusted Client Partnerships It offers readers ten specific strategies that are thoroughly supported by case studies best practices from leading firms and implementation tools The individual professional is principally responsible for five of these strategies while the firm the institution must support and drive the other five When you successfully execute against all ten of these building blocks you develop long term professional client partnerships that provide great value to the client and high levels of personal satisfaction and profitability for the service provider

*Navigating the Partnership Maze* Sarah Gerdes, 2002-10 Employing fascinating case studies checklists and eye opening graphics a recognized business expert offers a road map to building successful partnerships between companies of all sizes 20 illustrations

Business Partnership Essentials Dorene Lehavi, Dorene Lehavi Ph D, 2014-12-15 Business partnerships are wonderfully complex entities As with all relationships they are vulnerable and subject to fallibility If you think the fact that one in every two marriages in the United States end in divorce that's one every 36 seconds then consider this The number is significantly higher for business partnerships about 70% of them fail As a business partnership relationship coach my mission is to help flip this fail/succeed ratio The point is this Whether you are considering going into a partnership now or in the future you'll want to make sure that you do everything you can to help that partnership succeed To that end *Business Partnership Essentials* contains valuable even invaluable information It walks you through every phase of the process from deciding if you truly want to partner with the person you are considering to planning building and running your business on a daily basis and beyond all the way to a planned exit strategy a critical yet often overlooked consideration If you already have a partner this book will serve to enrich your partnership and give you renewed confidence in knowing that you're taking the necessary steps to ensure that your partnership and therefore your business runs as smoothly as a well oiled machine

Progressive Partnerships Callum Laing, 2016-03 Whatever size your business is getting the right strategic business partnerships in place is fundamental to success Callum has been creating partnerships for decades and in this book breaks down how anyone can follow his steps to partnership success Jean Michel Wu Chief Talent Officer at McCann WorldGroup APAC Callum has pulled back the curtains on the mystery of creating successful partnership in his book *Progressive Partnerships* The Future of Business Simple frameworks coupled with actionable steps show how every business person can be a small giant in their space of expertise by leveraging on other people's resources A definite must read book

Cheryl Liew Chng Creator of The 24 Hour Woman a media and training and development firm for Women Professionals and Entrepreneurs [www The24HourWoman.com](http://www.The24HourWoman.com) Callum Laing has been starting building and buying businesses for 20 years He is a partner in the Private Equity company Unity Group co founder and non exec director of The Marketing Group PLC and is the CEO of Entrevo Asia He is based in Singapore with his family

Finance Business Partnering Handbook Judson Vanbecelaere, 2021-09-06 Finance business partners are accountants who work alongside different business departments providing financial information tools analysis and insight to executives challenging their thinking helping them make more

informed decisions and driving business strategy The book is highly readable because after three early chapters to set the scene the focus is on engaging case studies which describe what some of these leading companies are doing the challenges they face and the lessons learned The concluding chapter then puts forward some provisional conclusions which should contribute to a healthy ongoing debate about the best ways to define identify and develop the right set of skills for the Finance Business Partners of the future      *Smart Partners* Jim Burba,Bob Hayes,2016 Two men who have been partners is life and in business for more than twenty five years share their story and present ideas about the principles they believe make personal and work partnerships successful      *Business Partnership Essentials* Dorene Lehavi,2018

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