

## Individual Career Guidance Overview

Grover's coaching is a balance between time management, lifestyle, and mindset coaching. He gives tips not just on how to manage workload and calendar, but also holistic advice on how time management of my personal life can improve my approach to work.

—Associate, AmLaw 200 Firm

### Approach

As a former law firm partner, I take a practical approach to coaching. I provide skills-based guidance to help lawyers and law firm professionals increase their performance and productivity. This is not coaching to explore the meaning of life.

I provide insights based on my experience working with lawyers and firms for more than 30 years, including as an associate and law firm partner, a client of outside counsel, and as a consultant. My bio is [here](#).

I collaborate with the firm and coachee to identify specific goals and outcomes. Together, we develop a targeted action plan. The process starts with a needs and goals assessment. I work with coachees to uncover root causes, and the meetings help coachees build specific skills to achieve priority outcomes. Between meetings, coachees implement learning with specific assignments.

### Meetings and Reporting

I work exclusively in partnership with firms. Unlike many coaches, I *do not* offer blanket confidentiality to the people I coach. Providing regular updates to firms ensures that everyone is working toward the same outcomes.

The duration of coaching engagements varies depending on the issues involved, the extent of ingrained habits, and other factors. Coaching is most successful with high performers who are motivated to enhance their skills. Typically, the minimum engagement is six meetings over 90 days. Progress updates are ongoing, with the goal of having the person "graduate."

### Skills Focus

I focus primarily in the following areas to help people increase their performance:

- Time management and productivity.
- Leadership, delegation, and supervision.
- Effective communication.
- Business development.