

Future Leaders: Level 4

In partnership with Vickrey Leadership Solutions



Level 4 – Path to Partner

MANAGERS AND LEADERS ON THE PATH TO PARTNERSHIP

As a future leader, your success depends on your ability to lead, inspire, motivate, coach, and hold others accountable. This program provides insight into how others perceive your strengths and development opportunities through an online comprehensive 360-degree assessment. The assessment gathers feedback from supervisors, senior leaders, peers, direct reports, and other key stakeholders.

You will further develop your leadership capabilities in areas such as conflict management, communication, and strategic thinking. In this program you will have an internal coach and mentor from within the Firm, as well as an external VLS Coach. These coaches collaborate to help you establish and sustain the skills and behaviors necessary for long-term leadership success.

Statement of Commitment

This program is for high-potential leaders intentionally nominated by Partners or Managers who commit to actively supporting their growth and development. Sponsoring leaders provide coaching, mentorship, and ongoing progress oversight, making success a shared and sustained responsibility.

PROGRAM OVERVIEW

- 360 Assessment & Developmental Plan
- Assigned Accountability Partner
- Choice for Mentor
- In-Firm Exercises
- Individual & Group Exercises

PROGRAM DETAILS

Target Level

- High Potential
- Possible on Partner Track

Comprehensive 360° Assessment

- Benchmark online survey
- Self and Other ratings

Feedback & Developmental Planning Session

- 2 Hrs. with Coach, Mentor, VLS Coach

Coaching

- Internal In-Firm, monthly
- External with VLS Coach, quarterly
- Mentor Advising, annually

Open Ended 360° Resurvey

- Measure of Quantifiable Growth
- Future Goals



Global Launch 2026

THE BEGINNING OF A GLOBAL LEADERSHIP INITIATIVE



SESSION ONE

October 23-24 2026, London

- Integrity: The Heart of Leadership
- Leadership Brand
- Establishing a Culture of Structured Coaching and Feedback
- Art of Empathic Communication
- Listening and Negotiation
- 6 Sources of Behavior Change



SESSION TWO

March 18-20 2027, Milan

- Conflict Management
- Leveraging Strengths
- Aspects of High Performing Firms
- Understanding Generational Differences
- Mindfulness, Moving from Tactical to Strategic Thinking

Leadership Coaches



Gary Vickrey
Consultant



Mackey Smith
Consultant



Stacy Vickrey
Consultant



Rachel Bashore, Esq.
Consultant

"I was so impressed with this class. The best I have attended during my 16+ year career. Gary was engaging, real and motivating. I look forward to his guidance in one-on-one sessions as well as future classes. Outstanding!"

Rachel Gillespie,
Principal – Abbott, Stringham & Lynch

"This is the perfect facilitation for conversations on soft-skills, behavior change, and leveraging your strengths. I personally sat in these workshops and their ability to engage participants truly sets them apart."

Dan Griffiths,
President – Lume Deodorant