



JANE SOUTHREN  
CONSULTING

Engage • Inspire • Empower

# Path to Equity

## Aggregated Insights + Actions

### *Module 1: Mastering Mindset*

McMillan LLP  
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### Welcome to Insights + Actions Summary

As part of our Distributed Learning Process, Week 4 in every module will be an **Aggregated Insights + Actions Summary** that captures what you've shared with us and with one another throughout the Module. These summaries are aimed at *application, acknowledgement and accountability*

This is your first Insights Summary. On the following pages you'll find all of the context, insights and actions shared by you and your cohort colleagues.

Here's a note about Insights + Actions: as we go forward and continue to prompt you to share, do not feel constrained to sharing insights and actions relating only to the current Module. The concepts and ideas we work with benefit from time and reflection, and we often find that topics raised at an early stage of the program are the subject of actions and insights later in the program. That is something we welcome because it shows that the ideas are taking root in your minds and you are reflecting and acting upon them in a longer term context.

As with the Learning Guide you received in Week 2, we encourage you to read this Summary over a couple of times and save it for future reference as you continue through the Program. Often, insights continue to deepen as time goes on, and it might prove useful to you to reflect back on these and others in the coming months.

We hope you find this summary, well, insightful! And we hope it helps you to stay connected to, and take action around, the material we presented in **Module 1 :: Mastering Mindset**.



## Program :: Context

First, we asked you for some context, or placement, as you begin this program with us. The question we posed to you, both during your introductions as part of **Week 3 :: Coach’s Corner**, and in our follow-up email, was this:

**What’s Your Context?** Tell us what you hope to get out of the **Path to Equity Program**.

Here’s what you shared:

An opportunity to think more often and more consistently about my business
An opportunity to see and get to know others in the group better
An opportunity to share ideas and hear the different ways people in different offices and different areas of practice are approaching building their businesses
Getting new ideas to try
An opportunity that will cause me to think about building my business more often and more consistently
The chance to work on this together, with others in the group and to just see each other more, which we don't get the chance to do very often, especially now.
I'm looking forward to getting to know more of the people in this group better
I want to learn skills and tools to develop a profitable, sustainable and balanced practice.
I am still relatively new to the firm and, particularly in light of COVID-19, haven’t had an opportunity to meet many colleagues in other practice groups and offices. I’m looking forward to connecting with colleagues who have diverse practices and/or work in different offices, but are at a similar “age and stage” and may be experiencing similar challenges or apprehension about our new responsibilities as non-equity partners.



## Mindset :: Insights

We also asked you to share your *Insights* in connection with **Module 1 :: Mastering Mindset**. The prompt we used was this:

**Share One Insight:** Tell us about one ‘sticky’ or significant thought or idea that you had arising out of any aspect of this Module. Whether from the Learning Session (Week 1), the Learning Guide (Week 2), or Coach’s Corner (Week 3).

Here’s what you shared:

I realize that I haven't thought about this very much at all before and I need to put more focus on building my practice
I need to do a better job at taking ownership of my practice.
I am already thinking this way to a degree, but I need to be more consistent in taking action
I want to find a more succinct way to describe my value to others
I have some new ideas for how I could leverage a speaking opportunity
I have to make more connections for myself, and for others.
Identifying profitability (datawise). I like that, as it goes to business ownership.
I need to work on my owner mindset
I identify most with a Service Mindset because I shy away from business development, but lean into being of service to others.
I now can see more ways I can make better use of the speaking opportunities I have coming up to make connections for myself with others and connect people to each other



## Mindset :: Insights, continued

I'm going to use a work opportunity that I have to reach out to others in the firm who might know something about the area for help and to make a connection

I need to push myself to do something new, not rest on my laurels or what's worked in the past

I need to work to have a more "Investment" mindset and to do that I need to be better at identifying the "value" I can give to others.

It was somewhat difficult for me to think of an example of connecting people, particularly during a pandemic. I hope that, by the end of the program, thinking of ideas for connecting others will be easier for me.



## Mindset :: Actions

Finally, we asked you to share any **Actions** you took, or felt inspired to or intend to take in connection with the **Module 1 :: Mastering Mindset** materials. The prompt we used was this:

**Share One Action:** Tell us about any action that you were inspired or committed to taking in connection with advancing yourself in any of the Foundational Mindsets that we explored in Module 1.

Here’s what you shared:

I have a work opportunity that I am going to use as a chance to connect with other people inside and outside the firm about something of substance
I need to work on my business development plan
I connected my skillset to a challenge that a client had, and had a positive outcome that was measurable.
I've set up an first meeting with some people from McMillan Vantage to force myself to make headway on my people/connection goal
I acted proactively to connect a senior associate and a law clerk with a key client contact to build “People/Connections” social capital.
I committed to following through on planning and chairing two upcoming panels for the Ontario Bar Association as a way to both share skills/knowledge and connect different panelists.



## Completing the Module on Mindset

Congratulations on successfully completing Module 1! This is the first of ten modules that you'll be participating in throughout the Path to Equity Program, and we hope you enjoyed the experience.

You now have a sense for the flow of each module and what you can expect from each of the weeks. While each Module focuses on a different subject or topic, the key components of how you'll be receiving the content will be the same.

We welcome your thoughts and feedback on how we might have improved this Module, or how we can make improvements on future Modules in the program.

If you'd like to email us with any thoughts, feedback, praise or critique, please do so by reaching out to [jane@southren.ca](mailto:jane@southren.ca)

See you in **Module 2 :: The Art + (Neuro)Science of Relationship Building.**





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JANE SOUTHREN  
CONSULTING

[info@southren.ca](mailto:info@southren.ca)

 | [janesouthrenconsulting](https://www.linkedin.com/company/janesouthrenconsulting)

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