



60 Second Interview

**Michaela Hardwick,
Non Practising Solicitor
and Legal Performance
Coach, Beyond Expectation**



Michaela Hardwick is delighted to be working in partnership with eNL to provide CPD accredited performance coaching to both clients and candidates. She worked as a solicitor and quality manager for a top 20 law firm for 12 years before diversifying into performance coaching. During her career, she has worked as a fee earner, graduate trainer, team manager and quality manager. She has also carried out quality assessment and introduced practice management standards in a variety of firms for both law firms and insurers. She thoroughly enjoys using coaching to help individuals and teams identify their aims and goals, develop their strengths and improve performance.

Why go into coaching?

I am incredibly proud of my qualification as a solicitor, not least because I did it all part time whilst working. However, over time, I realised that I enjoyed the management side of law more – in particular processes and people. I developed and used these skills to help streamline processes and develop new ways of working, most notably following the wolf reforms. I became increasingly drawn to developing people as well through training and coaching. I then decided that I wanted more of a life/work balance and despite growing up in the suburbs of Birmingham found that I was a country girl at heart! So I moved to Shropshire and undertook diplomas in Personal Performance and Corporate Coaching.

What do you enjoy most about coaching?

Coaching is about really listening to people and using insightful questions to help them find out what they truly want and getting to the heart of their values. It's not rocket science to realise that people are happier, more motivated and perform better if they are working in line with their values and on ideas that they have either come up with themselves or contributed to. However, this doesn't translate itself to the work place anywhere near as often as it should. Many people/teams don't consciously recognise what their values are. There is no greater buzz for me than helping people work this out, watching the "light bulb" moments and seeing people and teams go from strength to strength.

What do you see as the main challenges facing the legal profession?

With the changes coming in as a result of the Legal Services Act 2007 and Outcome Focused Regulation, there are incredible challenges facing the profession. Inevitably, there is a lot of uncertainty around about what the changes will mean to the different types of firm and also very diverse opinion on this – not surprising given we are lawyers! However, as with any challenge, the outcome is dependent upon the attitude one takes. I see amazing opportunities arising for those that have the courage to stand back and take an objective view of how they see the future for them and how they can make the changes work to their advantage. Coaching is a great tool here as it creates a truly objective and safe environment to work these things out. It's about being proactive not reactive.

Can you tell us 2 fascinating facts and one fib about yourself?

- I have flown a paraglider at the same height as Mont Blanc - 13976 feet.
- I was one half of 80s "pop critics" "The Hit Man and Her".
- My great great uncle invented the traffic light.

To find out if you've guessed the fib, call Michaela on 0121 288 6002!

ARE YOU A FAMILY / CHILDCARE SOLICITOR?

NRS Contact Centre is an approved provider of the Parenting Information Programme (PIP) and now delivers the course at eNL's convenient Birmingham City Centre location for clients based in the West Midlands. NRS also deliver the programme in Derbyshire, Staffordshire, Leicestershire, Warwickshire and surrounding areas.

PIP is a court ordered, government funded contact activity designed to alert parents who are going through the divorce / separation process of how their actions could impact upon their children.

Solicitors and Cafcass (Children and Family Court Advisory and Support Service) can make a recommendation to the court that they have their clients' informed consent to attend the program and refer them to an NRS Contact Centre.

For more information, to refer a client or to enquire about course dates please call Rebecca Banks or Sophia Yip on 0121 454 1004 or email contactpip@rebeccabanks.co.uk

eNL's News

Executive Network Legal & the Knowle Fun Run 2010

eNL bring in reinforcements and raise over of £1,000 for the Princes Trust. The eNL Princes Trust team consisted of runners from age 4 to much, much, much older and a big thank you goes to the COO of Network Group Holdings, Jon Smith who raised over £500 single handily.

eNL's Rebecca Mawdsley is appointed Deputy Chair of the BYPY Committee

Birmingham Young Professional of the Year (BYPY) is a highly prestigious awards ceremony that recognises and rewards the most talented individuals within Birmingham's business community. Candidates compete across six different categories including Communications, Entrepreneurial, Financial Services, Legal, Property & Construction and Recruitment & Training. The overall winner is chosen from the winners of these six categories, awarding them the prestigious title of Birmingham Young Professional of the Year. For the last 10 years, the event has been organised by a voluntary team of professionals from the City. Rebecca Mawdsley, Associate Director at eNL is now entering her 4th year as a member of the BYPY committee and will play a pivotal role as Deputy Chair.

Birmingham Young Professional of the Year – Celebrating Young Professionals in Birmingham

Congratulations to the Overall BYPY Winner. The first contender from the entrepreneurial category was crowned Birmingham Young Professional of the Year at the event's 10th anniversary awards ceremony. James Villareal, co-founded Glide Utilities in 2006 with his business partner Sandeep Krishan to offer a solution to splitting costs in shared accommodation by billing each tenant individually.

New Senior Hire for eNL

eNL have appointed Senior Consultant Martin Wallbank to the expanding London Division. Martin has gained six years experience in legal recruitment, essentially in Search & Selection within private practice. During this time Martin has developed excellent relationships with clients and candidates and worked closely with both parties to ensure a smooth transition. Having experience of working with all levels of solicitors, ranging from equity partners through to assistants, has ensured Martin delivers the same level of service throughout the process.

For more information or to view the full news stories please go to the News/Blog section of our website www.enllegal.co.uk.

Movers & Shakers

Some of eNL's recent Appointments:

Chloe Jones has recently joined the commercial litigation department of Eversheds in Birmingham.

Kerry McNally has joined the employment team of Carlisle firm Hough, Halton and Soal.

Nick Shillinglaw has joined the property litigation team of Cripps Harries Hall in Kent.

Justin McGilloway will be joining the pensions team at Wedlake Bell.