



The Next Stage

A PROGRAM FOR SENIOR LAWYERS WHO
WANT TO EXPLORE “WHAT COMES NEXT”

Eventually, every professional athlete faces the same challenges: **when to retire and what to do next.** For the most part, an athlete’s career is limited. Few players will be able to compete into their 40’s. Lawyers, on the other hand, do not face these constraints. They can practice full-time well into their 70’s or 80’s and even continue to actively participate in firm management.

For many law firms and for many law firm partners, this is not an optimal strategy. Any healthy business needs a succession plan. Younger attorneys may be looking to take on leadership roles. They may head for greener pastures if they do not see those opportunities. Firms that don’t take the time to transition their clients to the next generation may find that key clients leave the firm when senior partners depart.

At the same time, after 30+ years in practice, a lot of lawyers are ready for some sort of change. Yet many are unsure what that change should be or how to implement that change.

As the pandemic has caused law firms and partners to rethink their priorities, the issue of what to do with senior partners has never been timelier. For lawyers who are thinking about the next 10 to 15 years of their lives, they may be asking themselves the same question that King George poses in the musical *Hamilton*—*What Comes Next?*

To help lawyers considering these issues, Steve Seckler offers *The Next Stage* so that experienced attorneys can explore how to plan for a successful transition.

For some attorneys, the shift may involve reducing the amount of time spent on billable work or law firm management. It may involve making time for other professional or personal pursuits. It might also mean leaving the practice of law altogether.

In working with Steve one-on-one, you will gain more clarity about your future goals. You will explore how to make the transition to your next phase in life and identify any roadblocks that are getting in the way. Working with Steve, you will explore your options, think about the legacy you would like to leave behind, come up with a plan, and begin executing that plan.

Being a lawyer is a strong identity for most attorneys. Giving up partnership or a leadership role in your firm raises many existential and practical questions. You may fear becoming a “PIP”—previously important person. But lawyers have many options other than retirement.

Through exercises, readings, and guided conversations, this program will help you plan for an active and meaningful future. Through a methodical and facilitated process, you will develop a plan to execute now or over the next several years.



WHO SHOULD PARTICIPATE?

The Next Stage is open to any attorney contemplating a “retirement-like” change in the next five years. Participants are senior lawyers looking for more clarity in setting new goals and practical strategies for implementing those goals.



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ABOUT STEPHEN SECKLER

Steve is a seasoned attorney coach who has worked for 25+ years with partners, associates, and in-house counsel as a trusted advisor. He has coached hundreds of lawyers from a broad mix of law firms and industries. His clients include everything from associates looking to make partner to partners and in-house counsel looking to hone their leadership skills, to lawyers looking to make career transitions in or out of the law.

As a lawyer himself, Steve has a deep understanding of the practice of law from a high-level business perspective. He recognizes the challenges that lawyers face in developing the soft skills that are critical to success in private practice (skills which were not taught in law school, which are not emphasized at most law firms, and which require a very different mindset than representing clients.)

Steve is a regular speaker at bar associations and writes frequently on career, marketing, and leadership issues. Steve has been voted #1 for Lawyer Outplacement, #1 for Business Development Coach, and #2 for Executive Coaching in the Massachusetts Lawyer's Weekly Reader Rankings Awards. He authors the blog [Counsel to Counsel](#) which was twice named to the ABA Journal's Blawg 100. He has been quoted frequently in the legal and business press. More recently, he launched the [Counsel to Counsel Podcast](#) which now has over 25,000 downloads.



Steve is an active member of the [ProVisors](#) business network. He currently serves on the Board of the Career Center of the American Bar Association. He previously served as Vice Chair of the Law Practice Management Section Council of the Massachusetts Bar Association. For four years, he was Managing Director of the Boston office of BCG Attorney Search and for six years, he was Director of Attorney Recruitment and Career Advancement for a Boston based legal search firm.

He is a graduate of Northeastern University School of Law. For 7 years, Steve worked as a Program Attorney for Massachusetts Continuing Legal Education and developed 100s of programs including many on marketing and practice management. Steve is certified to administer the Myers Briggs Type Indicator. He has worked with four coaches himself.