



Optimal

from the Outset

Meeting young lawyers
where they are at, to get
them to where they can be.



Your Partner in Professional Growth

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AT FRONTIER,
we help legal
firms develop
**high-performing,
high-impact
professionals**

We understand that in demanding environments, success is about more than just legal expertise. It is about teaching the practical skills, strategic awareness, and personal resilience needed to thrive over the long term.

Our programmes are designed to bridge the gap between academic knowledge and real-world commercial judgment.



We equip lawyers with tangible strategies to work with greater efficiency, clarity, and confidence.

By focusing on sustainable performance, we help firms accelerate the development of their talent, improve retention, and deliver more consistent, high-quality outcomes for their clients. Our approach is practical, evidence-based, and tailored to the unique challenges of the legal profession.

PROGRAMME OVERVIEW

Optimal from the Outset

This six-session programme is designed to accelerate the transition from capable junior to confident, high-performing professional.

Rather than treating performance, efficiency, and wellbeing as separate topics, the programme integrates them into a coherent developmental pathway.

Each session builds capabilities that compound over time, enabling lawyers to think more sharply, act with more initiative, and perform with greater consistency under pressure.

Workshops encourage 2nd order thinking to promote **coaching level** conversations within a one to many delivery.

The programme can be delivered as individual sessions or as a structured pathway over 12 to 18 months, aligning with key stages of early-career development. It accelerates the shift from learning the role to operating at a high level within it.

What This Programme Develops

Across the six sessions, participants build:

At the heart of Optimal from the Outset are our signature 6 P's—six core capabilities that set our programme apart and drive measurable progress for every participant. We take real ownership of these principles and weave them through every session so your team can build lasting strengths that matter in the legal profession:

- 1** Practical Problem-Solving and sound professional judgment
- 2** Performance Precision and disciplined execution
- 3** Proactive Planning and anticipatory thinking
- 4** Professional Progression and long-term career direction
- 5** Purposeful Productivity and sustainable high-performance
- 6** Powerful Perspective for strategic awareness

These capabilities reinforce one another. Sharper thinking improves execution. Clear goals reduce friction and lift standards. Strategic awareness strengthens decision-making. Career clarity supports engagement, retention, and sustained performance over time.

Session Details

1

Critical Thinking for New Lawyers

Turning theory into practical, commercial judgment.

This session helps new lawyers bridge the gap between academic knowledge and real-world practice. Participants learn how to approach ambiguous problems, make progress with incomplete information, and apply structured reasoning under pressure. The focus is on developing initiative and situational awareness, giving them the confidence to suggest solutions rather than wait for direction.

2

Empowering Optimal Performance

Getting more value from every hour through deliberate refinement.

This session equips lawyers with practical tools to sharpen focus, manage energy, and improve how work gets done without increasing pressure. Participants learn how small adjustments in workflow and prioritisation can compound into meaningful improvements in output and confidence. The emphasis is on working with intent rather than simply working harder.

3

Sustaining Capacity

Maintaining energy, resilience, and engagement over time.

This session reframes wellbeing as a performance driver. Participants develop practical strategies for managing energy, recognising early signs of strain, and building habits that support consistent output in demanding environments. The focus is on sustainability, helping lawyers show up at their best repeatedly.

4

Navigating a Legal Career with Intention

Building direction, confidence, and momentum in a ladder-based profession.

This session helps lawyers engage with career progression deliberately rather than reactively. Participants explore how to navigate ambition, imposter syndrome, and major career decisions with clarity and perspective. The session addresses retention and mobility, including how to make thoughtful moves, whether staying, leaving, or returning.



5

Executing Goals and Delivering Outcomes

Turning ambition into consistent, high-quality execution.

This session focuses on how high performers translate goals into action and maintain momentum across complex work. Participants learn how to set meaningful objectives, manage competing priorities, and sustain progress even when clarity is limited. The emphasis is on disciplined execution rather than constant activity.

6

Strategic Awareness and Anticipatory Thinking

Thinking one move ahead in complex systems.

This session develops the ability to anticipate responses, understand incentives, and think beyond the immediate task. Participants learn how actions ripple through teams, clients, and matters, and how small choices can shape future options. The focus is on foresight and making decisions that reduce friction and increase influence.

Key Takeaways and Outcomes

Our approach ensures that learning is practical, relevant, and immediately applicable. For each session, participants receive advance materials, a toolkit for use during the session, and a playbook resource to take away, reinforcing the concepts covered.

Tangible Takeaways

- Frameworks for anticipatory and strategic thinking.
- Tools for mapping incentives, managing energy, and balancing speed with quality.
- Practical decision-making structures for navigating complexity.
- A personal self-assessment for ongoing reflection and development.

Mindset Shifts

- From reactive problem-solving to proactive and anticipatory thinking.
- From focusing on isolated tasks to understanding interconnected systems.
- From vague ambition to disciplined execution and deliberate progress.
- From seeing wellbeing as 'soft' to recognising it as a key performance driver.

Long-Term Impact

- **For Individuals:** The programme builds confidence, perspective, and habits for sustainable performance.
- **For Teams:** It reduces friction, improves collaboration, and strengthens client delivery.
- **For Firms:** It creates earlier impact, stronger retention, and a more resilient talent pipeline.

Target Audience and Use Case

This programme is primarily designed for young law professionals within their first 3-5 years of practice.

Ideal Participants:

- Graduate lawyers as part of their induction programme.
- Early-career lawyers (0-3 years PQE) looking to refine their judgment and prepare for higher responsibility.
- Broader teams seeking a shared framework for sharper, more proactive thinking.

Why Firms Invest

Firms invest in this programme to:

- Reduce avoidable attrition among early-career lawyers.
- Accelerate the development of trust, responsibility, and contribution.
- Improve the consistency and quality of execution across teams.
- Develop lawyers who think commercially and strategically from an early stage.
- Increase the return on investment in their early-career talent.

This is not about asking lawyers to work harder. It is about equipping them to work with greater clarity, judgment, and intent.





Ready to take
the next step?

Contact Us

If you are looking to build a pipeline of high-performing, engaged lawyers for your firm, let us talk about how Optimal from the Outset can support your goals. We are happy to answer any questions, discuss your needs in detail, or provide additional information to help you make the right decision.

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