MOUNTAINTOP CONSULTING
Ascend.

PROFESSIONAL DEVELOPMENT & RETENTION

TOP-RATED PROGRAMS FOR EVERY TENURE

We offer a range of high-impact, turnkey professional development and retention programs that can be tailored to specific tenures and a focus on leadership and/or business development. Potential training topics include:

- Becoming A Business Builder
- Communication Skills & "Owning The Room"
- Creating Personal Action Plans
- LinkedIn For Busy Professionals
- Personal Branding & Executive Presence
- Playing To Your Strengths
- Productivity & Time Management
- Thinking Like An Owner (From Day One)

DELIVERED BY EXPERIENCED COACHES & ADVISORS

Precious Williams Owodunni, JD
CEO & Founder

Yale/Yale Law School
Goldman Sachs Vice President
Investment Banking & Private Equity
Corporate Board Member

Rosa Maria Villagomez, JD
Coach & Strategy Consultant

Stanford/St. Mary's Law School
Senior Litigation Counsel, Shell Oil Company
Head of Litigation, Eaton & Cooper Industries
Non-Profit Board Member

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SMALL GROUP COACHING ACADEMY

ILLUSTRATIVE APPROACH
QUARTERLY TOUCHPOINTS OVER 12 MONTHS

Timing	Activity
Onboarding	Participant Onboarding Survey
Quarter 1	Kickoff Training Workshop
Quarter 2	*4-Week Combination*: Virtual Small Group Coaching & On-Demand Learning
Quarter 3	*4-Week Combination*: Virtual Small Group Coaching & On-Demand Learning
Quarter 4	Report Out & Accountability Session

PROGRAM OVERVIEW
YOUR TURNKEY ACADEMY WOULD INCLUDE

- Evaluation Of Participant Needs, Challenges, And Opportunities With Upfront Surveying And Analysis
- Regular Programming To Maintain Momentum
- Small Group Coaching To Foster A Sense Of Community And Promote Peer-To-Peer Knowledge Sharing
- Meetings With Working Group Periodically To Evaluate Progress
- Feedback Gathering After Each Activity & Reporting To Firm

Premium Enhancements:

- StrengthsFinder Kickoff Workshop
- Post-Workshop Office Hours
- Individual Coaching Sessions

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GROUP TRAINING ACADEMY

ILLUSTRATIVE APPROACH
QUARTERLY TOUCHPOINTS OVER 12 MONTHS

Timing	Activity
Onboarding	Participant Onboarding Survey
Quarter 1	Kickoff Training Workshop
Quarter 2	Training Workshop
Quarter 3	Training Workshop
Quarter 4	Report Out & Accountability Session

PROGRAM OVERVIEW
YOUR TURNKEY ACADEMY WOULD INCLUDE

- Evaluation Of Participant Needs, Challenges, And Opportunities With Upfront Surveying And Analysis
- Regular Programming To Maintain Momentum
- Training Workshops With Deep Dive Exploration Of Key Bus Dev & Leadership Topics, Including Cross-Selling
- Meetings With Working Group Periodically To Evaluate Progress
- Feedback Gathering After Each Activity & Reporting To Firm

Premium Enhancements:

- StrengthsFinder Kickoff Workshop
- Post-Workshop Office Hours
- Individual Coaching Sessions

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WHY CHOOSE MOUNTAINTOP?

WE GET RAVE REVIEWS

FROM PROGRAM ADMINISTRATORS & PARTICIPANTS:

"**I've done programs like this before, but this was much better** because the action items were actually broken down into steps and we implemented them together."

- Academy Participant, After Group Workshop

"**Our firm engaged Mountaintop for an unprecedented virtual group coaching experience.** They were able to get the group talking and sharing while also maintaining the balance of 'educating' in a virtual setting. They were wonderful to work with and brought a lot of value to the firm."

- National Director of Talent Development, Am Law 50 Firm

"Precious has **a unique ability to unravel foundational considerations and stimulate differentiated thought processes.** I believe the approach to the program is superb."

- Academy Participant, After Small Group Coaching Session

"**I loved that we all had an opportunity to contribute to each other's action plans. It was helpful getting different perspectives and sourcing ideas from one another.** I wouldn't change anything. Rosa Maria's energy definitely helped pick me out of my afternoon slump and **made it feel like a productive working hour.**"

- Academy Participant, After Small Group Coaching Session

"I participated in Mountaintop's Leadership and Business Development Academy along with several partners at our firm, and we were not disappointed. The Academy introduced the ideas and methods our young partners needed to feel confident about their business development efforts. For more experienced partners like me, **the Academy presented a more deliberate and thoughtful approach to leveraging existing contacts and successes. My colleagues and I saw results almost immediately. Mountaintop's approach works as long as you work the plan.**"

- Partner, Top-Tier Litigation Firm

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