Insights: Publications

5 Key Takeaways | Adaptive Legal Leadership: How to Flex Your Style to Someone's Skill and Confidence

November 20, 2025

On November 12, Michael Myers (Kilpatrick Real Estate Partner) and Colleen Bear (Kilpatrick Talent Management Senior Manager and Coach) co-hosted Kilpatrick's bi-monthly virtual roundtable discussion with in-house counsel Jack Alsup, Vice President, Legal, Bell Partners and Greg Sigmon, Vice President and Deputy General Counsel, Coca-Cola Consolidated.

Balancing direction and support is the secret to keeping projects on track, building stronger teams, and delivering results—whether you're leading, collaborating, or monitoring project details. Inspired by Ken Blanchard's Situational Leadership II (SLII) model, the approach gives you a toolkit to diagnose skill and confidence, then flex your leadership style to it the moment.

Here's what we learned and why you'll want to join us next time:

1. You Don't Need to Be the Boss to Set Direction.
Whether you lead a team or just lead a project, you can bring people together by setting clear goals and expectations. One honest conversation about what "done" looks like can save everyone from endless "reply all" chains and mystery edits.

2. Diagnose Before You Dive In.
Not everyone needs the same kind of help. Take a minute to check in: "How comfortable are you with this?" It's a small step that can save hours of backtracking.

3. Flex That Leadership Muscle.
It's not about being hands-on or hands-off—it's about knowing when to step in and when to step back. Sometimes your partners are ready to run with it, and sometimes they just need a nudge, a checklist, or a bit more coaching.

4. Don't Let Fear of Micromanaging Hold You Back.
A little upfront direction isn't micromanaging—it's kindness. Most colleagues appreciate a clear template or roadmap—it helps everyone stay out of the endless-edit cycle.

5. Clarity Beats Chaos—Every Time.
When goals and roles are clear, work moves faster, there's less confusion, and you avoid getting stuck in review limbo.

Why Attend?

The bi-monthly Roundtable is practical, fun, and packed with real-world legal scenarios and live panel insights from in-house and law firm leaders to tackle actual challenges and share solutions you can use right away.

Want More Actionable Tips and Candid Conversations?

Don't miss our next “Dynamic Thinking for an Interpersonal Edge” session this January! You'll leave with tools and tactics you can use immediately to collaborate smarter, lead better, and make your legal workday a little easier.

Questions?

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Related People

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