

## **Best Mentors: Louis Archambault**

Check out the professionals who are finalists in the Best Mentors category as part of the Florida Legal Awards.

### **Louis Archambault is a partner with Saul Ewing.**

#### **Name a secret ingredient or two for effective mentoring.**

Mentors should prioritize dedicating time to understanding their mentees on a personal level. Additionally, empathy plays a crucial role in successful mentoring. Mentors need to empathize with their mentees, considering their current life stage and circumstances. This 3 of 3 perspective helps mentors offer guidance and support that they themselves would have valued during similar phases in their own lives.

What's the most important leadership lesson you've learned and why is it so valuable? I've learned that leaders are appointed by followers who can always go in another direction if they are unhappy with a person's leadership skills. Leaders need to ensure they follow the desires of the people they lead.

#### **Which leadership skills were the most difficult for you to develop?**

As a leader, you have to be aware that not everyone has the same ability and it's your job to take an assessment of everyone's skills and develop a plan to accentuate their strengths.

#### **How do you teach negotiating skills?**

To prepare for law school, one of the books we were required to read was, "How to Argue and Win Every Time" from Gerry Spence and I still think about this book when preparing for negotiations. The substantive takeaway from the book is to understand your material facts and the authority behind these facts, then let the power of the argument persuade your audience. I try to teach this point to my mentees; let the power of your argument work for you.

#### **When trying to obtain buy-in for something new or sustaining, what tactics work for you?**

Securing buy-in begins with establishing a shared objective. Achieving mutual understanding and agreement is more feasible when there is a common goal. If differing viewpoints exist, starting points vary, which will complicate the process and make it difficult to reason.

#### **Do you have any quick tips for re-energizing an overworked team?**

When facing a situation of work pressure, it's crucial to determine whether it's a short-term

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challenge or a long-term issue. If it's temporary, the team can push through together. However, if the situation is prolonged, it's important to collectively work towards a solution and ensure the team knows that you're actively supporting and participating with them.

### **What are the best ways for people to stay connected to a key mentor over time and locations?**

You have to be consistent and plan meetings regularly. You also need to be considerate of their time and plan meetings when they aren't trying to go home or on a tight work deadline.