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CAREER DEVELOPMENT FOR LAWYERS

«Knowing others is intelligence; knowing yourself is true wisdom.

Mastering others is strength; mastering yourself is true power».

- Tao Te Ching

It's no news that lawyers must commit to continuous learning and skill development to stay at the top of their game. With so many approaches to professional development—and often limited time to do it in—what's the best tack to take? How do they balance providing the best possible representation for their clients while advancing their careers? How does one benefit the other [1]?

Lawyers are far behind their corporate clients, and even professionals in other professional service firms, in recognizing and appreciating the importance of taking control over their career. The reason for this may lie in the fact that historically the career path of a lawyer was clear – go to a good law school and get good grades, join a major firm to get practical training, “sink or swim” through the process and make partner. This traditional path has not, however,

been available to most lawyers for many years. Yet, the mindset that still dominates in most law firms has not moved on substantially, and it continues to impact most severely the careers of women and minorities. So, given this mindset, what can individual lawyers do to develop their careers?

The most obvious answer is for each lawyer to define, for herself, her individual career objectives and become her own ardent advocate. Obvious, yes; but difficult to implement in practice - particularly for hard-charging, high-performing lawyers who do not take the time to consciously and clearly articulate their goals and are not always skilled in the fine art of advocating for themselves. Nevertheless, despite these difficulties, individual lawyers can take charge of their if they make the time and space in their lives to stop and pay attention to where they are going.

For most of us in the legal profession, however, stopping and paying attention to our own lives runs contrary to our natures. Therefore, unless we ourselves take the initiative (and incur the expense) to hire a personal coach to support us in connection with our career goals, it just does not happen. Yet, by failing to do so, we end up proceeding through our careers in a reactive mode, without a clear idea of what we need to be, in order to have a satisfying and fulfilling career. This impacts not only our quality of life, but also the quality of our work and the environment in which we do that work.

It is because, as lawyers, we do not tend to invest in clearly formulating our career objectives and because our failure to do so negatively impact our work environments and advocates that professional coaching should be incorporated as in integral part of a law firm's professional development and diversity efforts. It articulates the benefits to law firms of having a focused career development program for their lawyers, and it makes the business case for investing in this effort. It concludes that dedicating a professional with executive coaching skill to support firm lawyers in one of the most important aspects of their lives - their careers - not only makes good sense, it also generates a return on the investment far in excess of the cost. The return on investment comes in the form of better recruiting result, higher retention rights, shorter learning curves, improved performance and capability, more well-rounded lawyers, increased client satisfaction, enhanced reputation, and higher profits [2].

Lawyers must refresh their substantive skills regularly through continuing legal education; even if their jurisdictions don't require it, all feel a professional duty to stay abreast of developments in their fields of law and other areas that can boost their careers. But professional development is important for anyone in any position.

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ACQUISITION AND TERMINATION OF CITIZENSHIP IN UKRAINE

The notion of citizenship has been known for a long time. It appeared in the Middle Ages, when it was used for the evaluation in accordance with the law and property rights. At the end of the 18th and early 19th centuries, citizenship became the subject of legal regulation and the institution of citizenship, which corresponds to its current state, began to form.

Article 1 of the Law of Ukraine "On Citizenship of Ukraine" provides a clear definition of the concept of citizenship, in particular, this legal relationship between an individual and Ukraine, which is manifested in their mutual rights and obligations.

Citizenship is based on the factual connection between the individual and the state. However, the presence of this factual link does not always indicate that the person has a nationality. Citizenship, besides being the basis of legal status, is also the object of one of the most important human rights because it provides the opportunity to fully exercise their rights and freedoms, including participation in management, and entails the fulfillment of obligations towards the state, including its protection. The institute of citizenship includes the norms regulating the legal status of foreign citizens, stateless persons, refugees, with which it is closely connected by granting asylum and the country of residence.