

THE ANATOMY OF A BREAKTHROUGH

How a Law Firm's Identity Shift Led to a \$2 Million ROI



Nardella & Nardella

Commercial Litigation & Bankruptcy Law | Orlando, FL

\$2M+

Traceable ROI

4

Systems Implemented

0

Talent Lost

THE CHALLENGE

A Law Firm at a Crossroads

Nardella & Nardella was already a success story. The firm had grown to a team of 15 attorneys and 25 total professionals, specializing in commercial litigation and bankruptcy law. They had built a business model designed to weather the storms of a volatile economy.

But beneath the surface, something was shifting.

Despite building a stable and successful business, Michael Nardella was still leading the firm like it was in startup mode. The motivations that once fueled him (money, survival) were no longer enough. And his team of younger attorneys was showing signs of a generational shift. The industry was struggling to motivate and retain talented young lawyers.

“The reasons that once drove me, like money and survival, weren't enough anymore. Once those needs are met, you naturally go to what's next. I was still pushing, but with less clarity and less joy.”

— Michael Nardella, Partner

Michael began asking deeper questions:

- What motivates people today?
- Why doesn't traditional leadership seem to stick?
- If I keep leading this way, where is this taking us?

The firm didn't need a turnaround. It needed a breakthrough: a fundamental shift in how its leader saw himself, his team, and the purpose of the business.

THE ANATOMY OF A BREAKTHROUGH

Three Shifts That Changed Everything

A breakthrough is not a single event. It is an interconnected sequence of shifts that build on each other.

At SightShift, we have identified the anatomy of a breakthrough: three shifts that, when they happen in order, create lasting and scalable transformation.

01 COMMUNICATE → VISION

Communicate a clear vision that leads to a shift in identity

The breakthrough begins when a leader sees a new vision for themselves and their organization. That clarity reshapes who they are and how they relate to the business.

02 CHANGES → APPROACH

Make changes based on that vision that lead to a shift in approach.

The identity shift naturally leads to new ways of operating. Leaders redesign their systems, ownership structures, and team development processes to reflect who they have become.

03 CONNECTION → RELATIONSHIPS

Deepen connection with your team that leads to a shift in relationships.

When vision and structure align, the environment is set for deeper relationships. Teams show up differently. Trust deepens. The culture becomes self-sustaining.

SHIFT 01 | COMMUNICATE → VISION

From Survival to Significance

Michael Nardella began working with SightShift through its leadership development process. What started as a personal journey of realignment quickly evolved into something much deeper: a reintegration of his intellect, identity, and leadership.

SightShift challenged Michael to examine:

- New motivations for new levels of impact
- What he truly wanted from the next stage of leadership
- How to lead from the best mindset possible

“If I had read the SightShift books on my own, I would've gotten maybe 40% of the transformation. But working through it directly with SightShift revealed things I didn't even know were in me.”

— Michael Nardella

Rather than stepping back from the firm, Michael began to see a new possibility. The business itself could become an extension of his values. This wasn't about rewriting mission statements or implementing surface-level culture activities. It was a call to do the hard work of leading from a better mindset and invite others to do the same.

“I used to think: build the business to earn your freedom. Now I think: build the business to build a community.”

— Michael Nardella

The Ripple Effect

Michael's identity shift didn't stop with him. A lead attorney at the firm experienced a parallel transformation, redefining their own relationship to the business and stepping into a deeper level of ownership and leadership.

SHIFT 02 | CHANGES → APPROACH

A Culture Reset from the Inside Out

As Michael's identity evolved, so did his leadership. He invited SightShift to expand its work to the rest of the firm. Together, they worked to surface culture patterns that had been holding the team back and align the leadership team around shared values.

That work included:

- **The Culture Risk Report™**
to surface the greatest culture risks their team faced
- **The Breakthrough Workshop**
to see their breakthrough and build a plan
- **Figure That Shift Out™ coaching**
to shift the behavior of leaders throughout the organization
- **SightShift Leadership Operating System™**
to sustain the impact long term

The result was a full cultural reset without blowing everything up. The identity shift at the leadership level naturally led to changes in how the firm operated: new structures for developing talent, a redefined ownership model, and systems that could sustain growth beyond any single leader.

“It's not just a new vocabulary. It's a new system of thinking that helped everyone name what was really going on, and it gave us tools to act on it.”

— Michael Nardella

Structural Shift

The identity transformation led directly to a restructuring of the firm's ownership model, creating shared ownership and deeper buy-in from the leadership team.

SHIFT 03 | CONNECTION → RELATIONSHIPS

Where Culture Meets Relationships

When identity shifts and systems align, something powerful happens in the relational fabric of a team. People show up differently. Interactions deepen. The culture becomes more reflective of the values that drive the people within it.

At Nardella & Nardella, the deepened connection produced tangible, measurable results:

Talent Retention

High-potential lawyers stayed. People who were considered flight risks recommitted to the firm and its vision.

Increased Engagement

People began bringing their full selves to their work, not just performing tasks but investing in the mission.

Cultural Clarity

The firm developed a shared language for how it leads, making conflict productive and alignment natural.

Accelerated Growth

The team expanded into a larger vision with shared ownership, growing not just in size but in depth of leadership.

“There were people I thought we were going to lose. We didn't. And I know that's because of the cultural clarity we've built.”

— Michael Nardella

THE IMPACT

The ROI of a Breakthrough

What Michael experienced personally has now scaled through the entire culture of the firm. The breakthrough wasn't just personal. It was organizational.

“I can trace over \$2 million of legitimate ROI that would not have come in if not for SightShift.”

— Michael Nardella

Michael sees the ROI not just in revenue but in the culture that supports it. The business grew, and more importantly, the momentum of the business grew.

“Very few things actually work. This did. You don't ignore something that works.”

— Michael Nardella

Ready for Your Breakthrough Moment?

The scalability of your organization depends on the scalability of your leaders. SightShift helps fast-growing companies identify the hidden risk factors that threaten to hold them back. With proprietary data, proven coaching systems, and a simple model for building culture, we can help you accelerate your growth without sacrificing your values.

[Schedule a Call](#)

sightshift.com/breakthrough