



CLEAA Newsletter

April 2016

From the executive

A warm hello to all of our members. I hope your end of CPD year progressed smoothly and successfully. It's such a hectic time for all of us in the legal learning space, particularly with Easter falling so early this year.

Your CLEAA Executive has had a busy start to the year as well, so I'd like to take this opportunity to let you know what we've been doing. You may recall that at the end of last year I mentioned that, following on from discussion at the CLEAA AGM in October last year, the executive committee would be exploring the future direction of the association — our focus, our conferences, our role.

To that end, the Executive Committee met on 15 January 2016 to undertake a planning day, both from a strategic perspective and from an organisational point of view. We covered a lot of ground, including who we represent, what our role is for the people we represent, what we should be looking to do and be.

One thing we all agreed on very quickly was that our annual conference is the most valuable mechanism by which we can achieve any and all of our objectives as an association: the education of our members, networking across roles and jurisdictions, the sharing of skills and knowledge, the ability to lobby and the way to attract and retain members.

This year's conference has been locked in, so please put the dates in your calendar. It will take place on 20 and 21 October 2016 at the Law Society of South Australia in Adelaide. Our thanks to Graham Jobling and the team at the Law Society for hosting us. Planning is well under way, and once we have emerged from the end of CPD frenzy, we'll be in touch with you with more details.

Back to our planning day, we also agreed that CLEAA needs to adapt to the changing environment within which it finds itself. We started discussions around what that adaptation looks like, and this is something we intend to engage with the membership about.

We came to the view that the key focus areas for CLEAA in the future needed to be:

- Providing networking opportunities
- Providing education programs
- Sharing experiences and knowledge.

Whilst the conference is the primary way we achieve these areas at the moment, we are now turning our attention to all of the ways in which we might achieve outcomes of benefit to all our members.

Now, a question for you. Does the name "CLEAA" still adequately represent what we do, what we hope to do and who we represent? Do we need a change of name to reflect a new direction or a new focus? If not CLEAA, what should we call ourselves? What resonates with you? Please send us your thoughts and suggestions through our email: cleaa@leocussen.edu.au.

Looking forward to hearing from you in April — particularly with your thoughts on what we should be known as.

Jan Christie

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Introducing executive member Terri Mottershead



Terri is the principal in her own consultancy, Mottershead Consulting (www.mottersheadconsulting.com), and joined the Executive Committee of CLEAA in October

Terri started her association with the legal industry as a lawyer — she practised in corporate/commercial law in Brisbane — but then made the decision to move overseas where she stayed for about 20 years, working mostly in legal education at universities or in-house. Her overseas adventure began in Hong Kong as a law school prac-ademic (teaching practical legal skills to post graduate students) with the University of Hong Kong and later in a similar role and also as the first Associate Dean of City University Law School. Terri moved into her first in-house role heading up the then Training Department in Hong Kong's largest local law firm, Johnson Stokes & Master (now Mayer Brown

JSM). From there she established the Training & Development/Professional Development functions for the largest law firm association in Asia, the Inter-Pacific Bar Association, and moved from Hong Kong to the US to establish a similar function for the largest law firm alliance in the world, Lex Mundi. Terri's last in-house role in the US was leading the professional development department for DLA Piper LLP (US). On returning to Australia, Terri led the Legal Practice Centre for Griffith University's Law Faculty and the Professional Legal Training program at Bond University. She draws on this background and experience in her consultancy, where she works with law firms, law schools, legal associations and lawyers in the areas of strategic and business planning; innovation and change management; talent development, retention and management.

Terri “loves” the opportunity to contribute to and experience the buzz that comes from working on boards and in committees. She has served on more than 50 of them for not-for profit, for profit, legal associations and organizations including, most recently, acting as a member of the Queensland Law Society Practice Management Course Committee, the Law Society of Hong Kong CLE Accreditation Sub-Committee and CLE Review Committee, and as Vice-Chair and a Trusted Advisor of the Professional Development Consortium for legal talent development professionals in the US.

Terri is a frequent speaker on the future of legal profession, practical legal education and law firm talent management. She has delivered keynote addresses, presentations or acted as a co-panellist on these topics recently for the Queensland Law Society, the Bar Association of Queensland, the Australasian Professional Legal Education Council, the Professional Development Consortium (US), the Professional Development Institute (US), the Australian Legal Practice Management Association, the Association of Legal Administrators (US) and CLEAA. She is also a frequent contributor to legal industry publications, blogs and refereed journals including her own MC Blog and as a founding contributor to the Talent Think Tank Blog. Terri has acted as the general editor and contributing author for three books including *The Art and Science of Strategic Talent Management in Law Firms* (West, 2010) and will do that all over again for a new multi-authored book tentatively titled *Innovating Talent Management in Law Firms* (ABA, 2016).

Terri was first admitted to legal practice in Queensland in 1983 and subsequently in England & Wales and Hong Kong. She holds a Bachelor of Laws (with honours) and a Graduate Diploma in Legal Practice, both from the Queensland Institute of Technology; a Master of Laws from the University of Queensland; and a Master of Business Administration (with distinction) from the University of Wales.

When she is not doing “work stuff” and in her words, “she hangs out with her friends and family, finds new and interesting places to drink coffee, eat different food, and check out anything involving wildlife, mountains or the sea and ... reminds herself frequently how lucky she is to live in a place like Australia”.



CLEAA Conference 2016

— Adelaide

Claim the dates now

This year's annual conference will be on 20 and 21 October 2016 at the Law Society of South Australia in Adelaide. Mark the dates in your diary now, sort out the funding and plan to be there.

CLEAA and social media

CLEAA now has an expanded presence across social media, with new pages having been launched on Facebook, LinkedIn and Twitter, as below:

Facebook: <https://www.facebook.com/pages/CLEAA/1558089917739702>

LinkedIn: <https://www.linkedin.com/groups/Continuing-Legal-Education-Association-Australasia-6797192/about>

Twitter: <https://www.twitter.com/CLEAAhq>

Here's how you can be part of CLEAA's social media presence:

- Join up as a member of these groups if you haven't done so already.

- Encourage your peers, colleagues and networks to also join up. There is plenty on these forums for both CLEAA members and non-members.
- Write articles and post them, or share articles that you've seen that you think would be interesting for the wider CLEAA community.
- Take part in forums, discussions and debates. Help make this a genuinely interactive community.
- If you see things you like in these pages, don't forget to "like" them. One click makes a big difference!

If you have any comments you wish the executive to know as regards the social media or the CLEAA website please contact Jonathan Seifman jonathanseifman@gmail.com

Whatever happened to Margo Costanzo?



Margot was on the editor's list of former CLEAA members to feature in the newsletter. Lo and behold Margot then appeared at the conference in Melbourne and it was great to see her back. We've decided to run a "whatever happened ..." for Margot nonetheless.

After completing articles and a couple of years as a commercial lawyer, Margot Costanzo began her legal training career as a course writer with the Leo Cussen Institute at the same time as the redoubtable Charlotte Denison who remained a great friend. After 4.5 years she left Leo and became an independent training consultant, with her first major client Minter Ellison. In the ensuing 15 years she built an impressive client list including the magical circle firms in London. She published two text books on legal writing and problem solving in 1995 which are still in use today.

In 2000 Margot decided to take a break from the legal training scene and in particular the demands of travel. She accepted a number of shorter contracts to improve her business skills. This time saw her as a marketing director for a company selling online psychometric assessment and the procurement manager for a private schools group. In the International Year of the Volunteer Margot became a volunteer radio presenter at the Melbourne classical music station 3MBS (103.5FM). In 2007 Margot became the legislation trainer for Consumer Affairs Victoria, a state agency responsible for administering 36 Acts of Parliament. With other colleagues she is responsible for ensuring that the call centre and the disputes settlement staff have consumer law at their fingertips.

Margot continues her role as a volunteer radio presenter, largely of opera programs. She produces and presents the opera highlights program Vocal Chords on 103.5 FM broadcast every Saturday at 1pm. You can catch her also on digital and at www.3mbs.org.au on demand. She has produced and presented more than 400 programs live for Vocal Chords, 60 pre-recorded programs called Stories and Songs from Opera for the Radio for the Visually Handicapped. She was the foundation producer of the prize winning program Countdown to the Ring and plans to produce more programs on opera.

Margot has a daughter studying literature at the University of Melbourne, a son who is a lawyer with King Wood Mallesons, and a stepdaughter who is hospital pharmacist. She is married to Chris Arnold, CEO of the Skin and Cancer Foundation Inc, in Victoria.

ACLEA Mid Year Conference — Savannah 2016

Helene Breene, Director Legal Education, Bar Association of Queensland

“For me, Savannah’s resistance to change was its saving grace. The city looked inward, sealed off from the noises and distractions of the world at large. It grew inward, too, and in such a way that its people flourished like hothouse plants tended by an indulgent gardener. The ordinary became extraordinary. Eccentrics thrived. Every nuance and quirk of personality achieved greater brilliance in that lush enclosure than would have been possible anywhere else in the world.” John Berendt, Midnight in the Garden of Good and Evil: A Savannah Story

For me the overwhelmingly charming historical back drop of Savannah made for an inspirational and venue for ACLEA’s mid year conference. CPD professionals from USA, Canada and internationally, ‘flourished like hothouse plants’ in four intensive days of leaning and development.

When you think of Savannah, Georgia you may recall Forrest Gump’s park bench, stunning architecture and the haunting setting for ‘Midnight in the Garden of Good and Evil’. Throw into the midst of that an innovative ACLEA program crammed with talented presenters and you have all the ‘fixin’s’ for success.

A snapshot of some memorable conference moments:

- A vibrant opening Plenary session on EQ not only focussed on the theory about team work but had participants eagerly joining in and applying the learning concepts to imaginary zoo’s complete with logos and business plans! Who said an opening session had to be serious.
- Another plenary on aging and the legal profession session challenged participants to think seriously about what is happening in our businesses and profession. Great tips on how to identify risk management strategies and ideas for managing succession planning. Also good to pause and think that there is life after work and what that might just look like ...
- The needs of new legal practitioners entering the profession also came under the spotlight. This topic provided a fascinating reveal of a recent comprehensive US wide survey of existing practitioners. It focussed on key competencies, attitudes and characteristics for those entering the profession and also the key competencies needed soon after commencing. The findings of the survey could be applied to PLT, induction programs and CPD. To encourage participants to apply the massive brain dump of information from the survey we were provided with around 30 note cards. Each card had a topic from the survey findings and we were challenged in groups to make the findings into CPD programs. This practical exercise learning style engaged participants and provided take away programs to try back home.
- Other impressive sessions included the redoubtable Peter Berge on the Business of CPD which dovetailed with a session on budgets, financials and data collection — needed more than a lime mint julep after that one!
- Marketing and programming session provide excellent ideas of new businesses, creative copywriting and sizzling program titles. Also some great cheat sheets and style guides to get the creative juices flowing.
- A finale session on CPD and technology had us creating wearable technology for enhancing learning and CPD regulation. [Amazing what groups could envisage with just a few pipe cleaners and some office staples!]. Perhaps not long before we see google glasses in the training room or around conferences reinforcing and assisting virtual and actual learning and networking. More sinister ‘matrix’ groups created CPD bracelets with tracker apps and even micro chips implanted in the brain to ensure full CPD compliance — a CPD professionals dream and available for just \$US50pp from ACLEA! It took a cynical Aussie to tell them they were dreaming but then again perhaps today’s dream will be tomorrow’s reality.

ACLEA in Savannah not only dished up some good old Southern hospitality it provided inspiration, practical application on the latest CPD trends and of course plenty of collegiality. I hope that some of us will make it to Seattle in August to sample more of ACLEA — as Forrest Gump’s mom used to say “life is like a box of chocolates. you never know what your gonna get” — chances are the next ACLEA conference will be another memorable and positive experience.

Visit www.aclea.org for details of the next conference.

CPD news from jurisdictions, other than Australasia, of interest to L and D professionals

England and Wales

Apprenticeship Standards

The Solicitors Regulatory Authority (SRA) has announced Apprenticeship Standards in Law to enhance further this path to qualification as a solicitor. The aim of the apprenticeship pathway is to “open the doors to a more diverse talent stream entering the profession”.

Read more.

<http://www.sra.org.uk/sra/news/press/apprenticeship-standards-benefit-legal-profession.page?src=rss>

Minor changes to be made to QASA scheme

The Quality Assurance Scheme for Advocates has had, as readers will recall, a troubled and prolonged birth but following a decision by the Supreme Court that the scheme is legal it is said to be back on track. There has been some further consultation on implementation. Read more. <https://www.barstandardsboard.org.uk/media-centre/press-releases-and-news/regulators-issue-consultation-on-minor-changes-to-qasa/>

For more detail on the QASA regime either look at previous editions of this newsletter for links or look on the QASA website www.qasa.org.uk

Law Society issues guidance on new CPD regime

The Law Society has published guidance on how solicitors should adapt to the new CPD regime introduced by the SRA and compulsory from 1 November. Under the new scheme there is no obligation for solicitors to attend accredited courses not to complete a set number of CPD hours. Instead the focus is on “continuing competence”.

Read more.

<http://www.lawsociety.org.uk/support-services/advice/practice-notes/continuing-professional-development/>

Bar “milestone” towards flexible training

The Bar Standards Board (BSB) has introduced a profession statement to define the skills and attributes of a newly qualified barrister. The statement is part of the BSB taking more hands-off approach to the design of pupillages.

Read more.(including a link to the full statement)

<https://www.barstandardsboard.org.uk/media-centre/press-releases-and-news/painting-a-picture-of-the-newly-qualified-barrister-regulator-sets-out-%E2%80%98professional-statement%E2%80%99/>

The statement still needs “threshold standards to be developed before it is fully useable”.

‘Pause and rethink’ for legal training reform plans

The SRA says it will pause and rethink its ambitions to create a central “super-exam” for all intending entrants to the solicitors’ profession irrespective of the diverse pathways that potential entrants follow. The exam, as announce, was to be based upon the new competence statement available on the SRA website <http://sra.org.uk>

Read more.

http://www.lawgazette.co.uk/law/pause-and-rethink-for-legal-training-reform-plans/5054400.article?utm_source=dispatch&utm_medium=email&utm_campaign=GAZ23032016

Canada — Alberta

CPD Facelift

At the end of 2015 the Alberta Law Society introduced two changes for the following year’s CPD requirements. Readers will recall that the Alberta CPD regime requires a plan to be prepared and records kept of CPD activities undertaken to meet the plan but there are no set hours of CPD required. That was a world first when it was introduced.

Read more.

<http://lawsociety.ab.ca/law-society-today/articles/articles-list/2015/11/02/cpd-facelift>

Think links

Bringing together items of interest to members to browse. Now that the silly season ie 31 March, is over take some time to look at some of these.

Beyond the buzzword: What is [law firm] culture and how do you change it?

Read more.

http://www.lawyersweekly.com.au/news/17201-beyond-the-buzzword-what-is-culture-and-how-do-you-change-it?utm_source=ADLSI+Bulletin&utm_campaign=f6cd18cadd-ADLSI+Bulletin+-+Issue+34+-+28+September+2015&utm_medium=email&utm_term=0_8c808e4262-f6cd18cadd-90796925

Four steps to Increasing your career success.

Read more.

<http://www.nzlawyermagazine.co.nz/news/four-steps-to-increasing-your-career-success-205528.aspx>

Culture forms greatest barrier to improving lawyer EQ.

Read more

http://www.lawyersweekly.com.au/news/17512-culture-greatest-barrier-to-improving-lawyer-eq?utm_source=ADLSI+Bulletin&utm_campaign=73296c363f-ADLSI+Bulletin+-+Issue+41+-+16+November+2015&utm_medium=email&utm_term=0_8c808e4262-73296c363f-90796925

Younger lawyers are most at risk for substance abuse and mental health problems, a new study reports.

Read more.

http://www.abajournal.com/news/article/younger-lawyers-are-most-at-risk-for-substance-abuse-and-mental-health-prob?utm_source=internal&utm_medium=navigation&utm_campaign=most-read&utm_source=ADLSI+Bulletin&utm_campaign=25e5e4ea4a-ADLSI+Bulletin+-+Issue+2+-+9+February+2016&utm_medium=email&utm_term=0_8c808e4262-25e5e4ea4a-90796925

Law School shouldn't be a 'shopping list of subjects'.

Read more

http://www.lawyersweekly.com.au/news/17583-law-school-shouldn-t-be-a-shopping-list-of-subjects?utm_source=ADLSI+Bulletin&utm_campaign=39bd82e89d-ADLSI+Bulletin+-+Issue+43+-+30+November+2015&utm_medium=email&utm_term=0_8c808e4262-39bd82e89d-90796925

7 stress resilience questions to ask yourself.

Read more.

<http://www.nzlawyermagazine.co.nz/news/7-stress-resilience-questions-to-ask-yourself-208965.aspx>

How to have a great day at work.

Read more.

<http://clairepreen.com/2015/11/kick-start-your-day-off-the-right-way/>

How Gen Ys will change the legal business.

Read more.

<http://www.nzlawyermagazine.co.nz/news/how-gen-ys-will-change-the-legal-business-205529.aspx>

A TED talk on happiness (not as touchy-feely as you might fear – Ed).

See more.

https://www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness?utm_source=ILANZ+current+members+19.1.16&utm_campaign=535f93d237-In_House_Insider_Jan_2016&utm_medium=email&utm_term=0_21a131a561-535f93d237-336594389

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