

**August 2019**

*The following items turn the spotlight on developing, maintaining and enhancing lawyer competence in the face of rapid change and some implications for continuing legal education and professional development professionals.*

**CLEAA Annual Conference 2019,  
Thursday 17 and Friday 18 October  
NSW Bar Association, 174 Phillip Street, Sydney**

**FULL PROGRAM NOW AVAILABLE!**

**View the brochure and register now at**  
<https://cleaa.asn.au/events/>

Once again, CLEAA's 2019 value-packed program promises to deliver something to please all stakeholders in legal education. CLEAA's central theme this year is the importance of a healthy culture both in the learning sphere and in the workplace.



For those looking to book their flights and arrange accommodation, conference opening and closing times are as follows:

*Wednesday Oct 16*

Welcome Drinks: from 5.30pm

*Thursday Oct 17*

Registration: 8.30am/ Opening: 9:00am

*Friday Oct 18*

Closing Remarks: 1:45pm/ Conference Close: 2:00pm

## **Canadian research - 4 in 10 Quebec lawyers suffer from psychological stress**

A recent study by the Université de Sherbrooke has found that more than 40 per cent of Quebec lawyers suffer from psychological distress.

The Quebec Bar Association teamed up with researcher Nathalie Cadieux in 2015 to measure psychological health at work among its members.

Lawyers in the private sector are the most prone to burnout and exhaustion, as well as those who practice family, criminal and litigation law.

<https://montrealgazette.com/news/quebec/4-in-10-quebec-lawyers-suffer-from-psychological-stress-study-shows>

## **REMINDER: The Australasian Legal Practice Management Association Summit 2019**



**Theme:** *Road Map to Transformation – Move Forward with Confidence*

**Date:** Wednesday, 4 to Friday, 6 September 2019

**Location:** Melbourne Convention and Exhibition Centre

**Website:** [www.alpmasummit.com.au](http://www.alpmasummit.com.au)

**Contact:** [info@alpmasummit.com.au](mailto:info@alpmasummit.com.au)

2...

### Virtual offices for Legal Aid WA

Virtual offices have been set up across WA's metropolitan and regional areas with the aim of enabling the agency to deliver services in locations where Legal Aid does not have a physical office.

[https://www.lawyersweekly.com.au/wig-chamber/26028-virtual-lawyers-a-reality-for-wa-legal-aid?utm\\_source=LawyersWeekly&utm\\_campaign=09\\_07\\_19&utm\\_medium=email&utm\\_content=3](https://www.lawyersweekly.com.au/wig-chamber/26028-virtual-lawyers-a-reality-for-wa-legal-aid?utm_source=LawyersWeekly&utm_campaign=09_07_19&utm_medium=email&utm_content=3)

### End of PLT for the ANU

The Australian National University's (ANU) has announced an end to its Graduate Diploma of Legal Practice (GDLP) program. Current students will be facilitated until 2021 when the School of Legal Practice closes. The ANU program provided the necessary qualification required for admission in Australia on a national level.

Reasons cited include a changing market and a growing number of other providers providing PLT programs. The University states that it is unable to compete with these providers.

<https://legalpractice.anu.edu.au/sites/all/files/media/browser/190807-slp-faqs.pdf>

### CLEAA CPD Survey – Closing Soon!

We are conducting a [short 4 question survey](#) about learning culture and what changes you would like to see to the current mandatory CPD regime. Complete the survey by 29 August 2019 and you can enter into a draw to win a free 2019 Conference Registration. The CPD Rules can be found [here](#) on the CLEAA website.

### CLEAA Membership – Renewal Reminder

If you haven't renewed your CLEAA membership or would like to join CLEAA, you can do so [here](#). Membership only costs **\$75.00** and comes with a host of [benefits](#) including a significant discount on conference registration.

### Suggested mandatory CPD point addressing sexual harassment, discrimination and anti-bullying

Australian Women Lawyers (AWL) supports the introduction of compulsory continuing professional development training to proactively combat sexual harassment and bullying. AWL also recommends that training form part of Practical Legal Training courses, and any specialist training, or mandatory training course completed by practitioners, including barristers and judicial officers.

For more details, see AWL's position paper of 9 July 2019: <https://australianwomenlawyers.com.au/sexual-harassment-in-the-legal-profession/> and Lawyers Weekly article of 16 July 2019: [https://www.lawyersweekly.com.au/biglaw/26077-cpd-point-for-sex-harassment-training-needed?utm\\_source=LawyersWeekly&utm\\_campaign=16\\_07\\_19&utm\\_medium=email&utm\\_content=1](https://www.lawyersweekly.com.au/biglaw/26077-cpd-point-for-sex-harassment-training-needed?utm_source=LawyersWeekly&utm_campaign=16_07_19&utm_medium=email&utm_content=1)

### Snippets of wisdom

#### *The futility of blame*

When an error or mistake happens in your workplace, is the response whose fault was it?

<https://www.linkedin.com/pulse/blaming-other-people-niall-kennedy/>

#### *Social media smarts*

<https://www.lawyersweekly.com.au/opinion/25740-the-smarts-of-using-social-media>

#### *Culture eats strategy for breakfast*

<http://www.rachelsetti.com/blog/its-true-culture-eats-strategy-for-breakfast-so-how-can-organisations-create-a-culture-that-stimulates-creativity-entrepreneurship-and-innovation/> (Like this? You can hear more from psychologist Rachel Setti at the upcoming CLEAA Conference)

3....

## Trends in Online Learning – report from Brisbane CLEAA

Level Up Learning team, Anita Falconer and Jen Moulder, presented at a Brisbane CLEAA lunch on 1 August 2019 for 15 L&D professionals.

The program reviewed the trends in online learning including: Micro learning, Just in time learning and Just in need learning.

At the outset, Anita and Jen challenged the group to think about the design of online learning and in particular to consider:

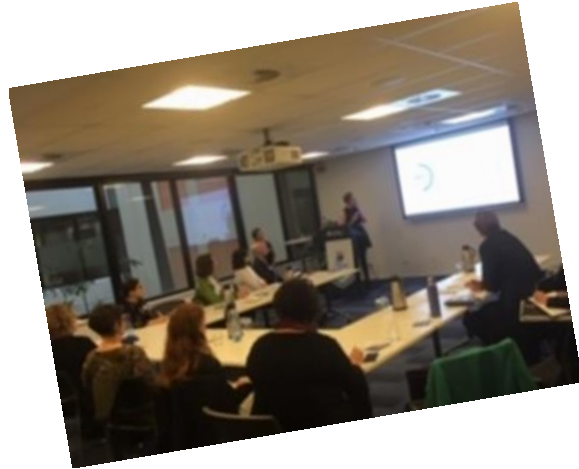
- the knowledge or skills we are targeting
- impact on business/ROI and employee experience
- context i.e. is this a series, a stand-alone or part of a blended learning program?
- compliance issues that can arise in online learning

The presentation included demonstrations of online programs to illustrate the benefits of "pre work" e.g. quizzes to fast track the learner and help customise learning. They also highlighted the use of "post work" e.g. emails after a program to reinforce and embed the learning.

Lastly, a longer, bespoke program with a "branching scenario" showed how sophisticated content can be effectively designed and delivered (with a bigger budget!).

Thank you to the presenters for enhancing our learning, CLEAA member Cynthia Palmer for organising and to QLS for kindly hosting this event.

CLEAA "Lunch and Learn" events are a great way to keep up to speed on developments in legal education as well as meeting like-minded colleagues. If you are interested in organising or hosting meeting in your state please contact [secretariat@cleaa.asn.au](mailto:secretariat@cleaa.asn.au) for information and assistance.



Attendees at the Brisbane CLEAA meeting



Jen Moulder and Anita Falconer, Level Up Learning



Online trends in the spotlight

4.....

**International Update: Report from ACLEA’s Chicago Conference (by Una Doyle)**

I attended the 55th Annual Meeting of ACLEA held in Chicago from July 27-30, and here is a short report of some of the highlights for me.

The conference theme was “*Winds of Change are Influencing CLE*”. The focus was on the pace of change in the legal industry and the resulting changes evidenced in continuing legal education/professional development. Two of the biggest topics were mental health in the legal profession and cultural competency - these came up time and time again in conference sessions, committee meetings and networking lunches across the entire four-day period.

As there were 30 separate sessions on offer including breakouts and plenaries, choosing what to attend was often a challenge. Here are my top 5:

- Lawyer Well Being: Why and How You Can Help Promote Wellness in the Legal Profession- *Orlando Da Silva, Senior Prosecutor, Serious Fraud Office – Ontario*

This presentation was a wonderfully honest and moving account of a high-profile legal professional’s struggle with severe depression. During his term as President of the Ontario Bar Association, Orlando led the profession across Canada in a mental health and wellness campaign by speaking publicly about his experience living with and overcoming depression to lead a successful and rewarding professional and personal life. In the five years since he began this campaign, his message has reached over 6 million people. <https://www.orlandodasilva.net/>

- Building & Managing Legal Incubators to Attract New Lawyers: Considering Different Budgets, Objectives, and Timelines - *Anne-Marie Rabago, Texas Opportunity & Justice Incubator Director, State Bar of Texas*

This was presented in both a plenary and breakout and explained how this fascinating initiative was developed and how it works. Participants in Chicago’s Justice Entrepreneur Project and the Solo & Small Practice Incubator spoke about their real-world perspectives on serving up access to justice while practicing law using this innovative new model.

- Creating Learning that Actually Works - *Bradley Kolar, Executive Consultant, Speaker & Author, Avail Advisors*

Bradley gave a very energetic and practical presentation, emphasising that the learning experience must be engaging, meaningful, and useful. Key takeaways were:

- Create experiences that trigger decision making and problem solving
- Use stories and examples to uncover faulty beliefs and assumptions
- Design solutions backward from the point of performance

- Now You See Us: Why Cultural Competency Matters for Attorneys and Those Who Train Them - *Michelle Silverthorn, Inclusion Nation, LLC, Chicago, IL*

This session delved right into the meaning of cultural competency and was one of the best I have ever attended on this topic. Michelle discussed its role in the greater diversity debate, and examined how providers can both teach effective cultural competency courses, while ensuring their programming meets CLE /CPD requirements.

- Disaster Management for Meeting Planners (workshop) - *Paul Unger Affinity Consulting Group LLC, Columbus, Ohio and Marley Douglas, South Carolina Bar – CLE Division*

An eminently practical workshop canvassing all the things that can (and do!) go wrong in the planning and delivery of programs, with some valuable tips and tricks to take away.

*If you would like more information on these presentations or ACLEA, please contact me at [udoyle@judcom.nsw.gov.au](mailto:udoyle@judcom.nsw.gov.au)*