

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



Conference Recordings Now Available to CLEAA Members

CLEAA's 2020 conference was held virtually over two half-days in October. We heard from a range of national and international experts on diversity, change, technology and online learning. And we gained insights into CPD topics for the online practice environment including the new complexities in relation to ethics, practice management and substantive law.

CLEAA Conference

[LOGIN TO VIEW: https://cleaa.asn.au/webinars-and-presentations/](https://cleaa.asn.au/webinars-and-presentations/)

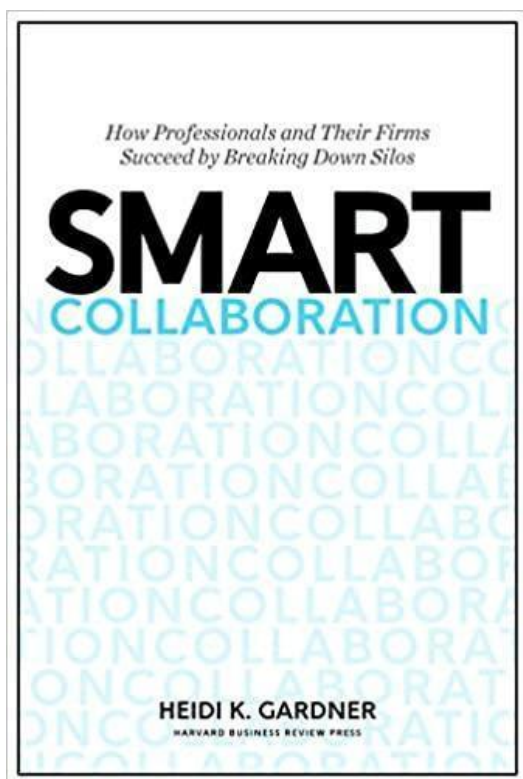
PLEASE NOTE: To access the recordings and presentation materials you'll need to be a member of CLEAA.

CLEAA Membership is only \$75 per financial year and you can join online instantly here:
<https://cleaa.asn.au/join-online/>

Amazing Value for CLEAA Members

In September this year CLEAA executive member, Sue-Ella Prodonovich participated in a program to become accredited in the Smart Collaboration Accelerator™. The only difficulty was the US-based program meant 1am starts for the Aussies! Now that problem is solved ...

Many of you are familiar with Dr. Heidi K. Gardner's work on Smart Collaboration and her Washington Post bestseller, [Smart Collaboration: How Professionals and Their Firms Succeed by Breaking Down Silos](#).



Heidi Gardner, PhD, is a Distinguished Fellow at Harvard Law School, Faculty Chair in Harvard's executive education courses, and co-founder of advisory firm - Gardner & Co.

Previously she was a professor at Harvard Business School and was named a Next Generation Business Guru by Thinkers50. Dr. Gardner has lived and worked on four continents, as a Fulbright Fellow, and for McKinsey & Co. and Procter & Gamble.



Gardner & Co has developed a suite of tools called the **Smart Collaboration Accelerator™** – a research-based psychometric assessment that helps individuals, leaders, and organizations understand their behavioural tendencies and turn those behaviours into 'catalysts' for Smart Collaboration.

The short (two ½ days) online accreditation program introduces the business and talent case for Smart Collaboration and trains participants on the tool so that they can become Accredited Partners and use the tool in their business.

People who have been through the accreditation already find the Accelerator to be a good door-opener with new and existing clients, especially now that the pandemic has made effective collaboration so critical.

In February 2021 Gardner & Co. will be offering an accreditation program at a time that works for Asia Pacific.

As part of our partnership with Dr. Gardner and her team, the accreditation program fee for CLEAA members is \$USD 750 (a discount of \$USD 250 on the standard fee).

Accreditation Program dates:
10am – 2pm AEDT, Tues Feb 9 - Wed Feb 10

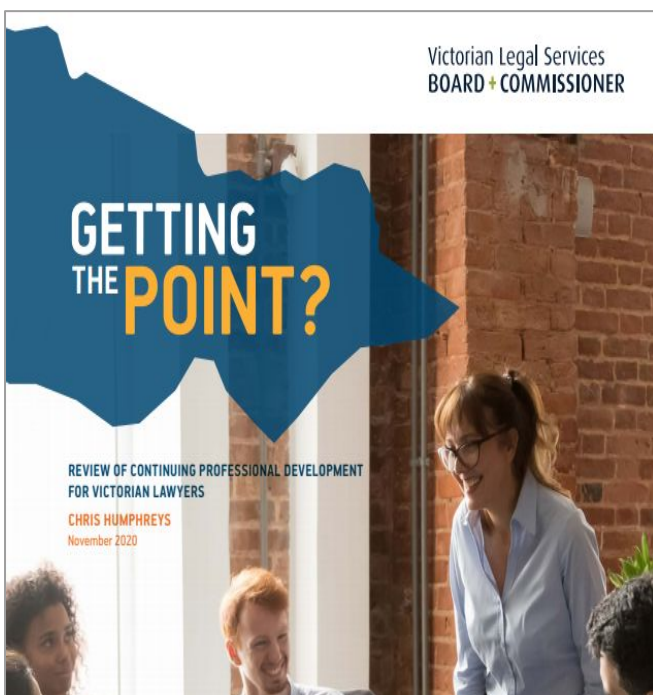
If you would like to register or have any questions, please contact Mr Esteban M. Guijarro, Outreach Director at Gardner & Co. at esteban@gardnerandco.co. And remember to mention your CLEAA membership!

More detail can be found at the Smart Collaborator website <https://smartcollaborationaccelerator.com/>

CLEAA membership is only \$75 per annum. <https://cleaa.asn.au/join-online/>

Review of Continuous Professional Development for Victorian Lawyers

On 25 November 2020 the VLSB+C released the findings of its independent review into Continuing Professional Development (CPD) in Victoria.



The review heard from over 170 organisations, including CLEAA, and individuals about how the system in Victoria could be improved to enable the legal profession to have meaningful, relevant and accessible learning opportunities that enrich the quality of legal services provided to the Victorian community.

The review, conducted by independent consultant Chris Humphreys, found that while the CPD system is not broken, it needs improvement to reflect more contemporary approaches to adult learning and professional development.

“(CPD) has not been much scrutinised in recent years, despite a growing awareness of the inadequacies of the current scheme. The Victorian Legal Services Board and Commissioner – the VLSB+C – asked me to review the current arrangements and provide a report on how they could be improved. This report is the result of my investigation. The CPD system is not broken, but it needs improvement to reflect more contemporary approaches to adult learning and professional development.” Chris Humphrey, Author.

The review provides 28 recommendations and [the full report can be found here](#)

How Many Lawyers Does it Take to Change a Law Firm



On 17 November, CLEAA was delighted to have Andrea Foot, Director, [Leaf Logic](#), present on the challenges of change management in the legal sector.

By way of introduction, Andrea's particular area of interest in professional service firms has led her to work with business owners and aspiring leaders, especially in supporting individual progression, leadership transition and organisational change. The thorny topic of resistance to change is of particular interest and her curiosity about it underpins much of her work.

Andrea's presentation was based on her recent thesis which addressed this topic, but with a twist –much current focus is on the 'how' of change, where as she looks at the "why" and digs into why this group of people are struggling to adapt.

Andrea took us on a speedy trip down memory lane, beginning with the publication in 1996 of [Richard Susskind's](#) eerily accurate predictions in "The Future of Law", to the 2010s where we relived the dramatic era of "innovate or die", to 2017 and the burning question in [Altman Weil's Law Firms in](#)

[Transition](#) research "why aren't law firms doing more?", then to the [CSIRO's Dr Stefan Hajkowicz](#) and his recent book "Global Megatrends".

She shared some of her background and methodology interviewing not only lawyers but also those in the "legal eco system" (consultants, vendors etc.); the use of pictures and not words to describe the work of law firms; age range mid-20s to 60s, solo practitioners to large law firms.

Andrea's research considers how various groups respond to risk, which really goes to the heart of the question. Overall, it appears that while firms seem to support some innovation activity, this only goes so far – anything that requires meaningful or significant change is resisted as it's just too hard to get lawyers to change. It would seem that the next step for legal educators may be to work out a way to reframe risk in a more positive context, thereby making it more palatable.

For CLEAA members who missed the webinar, you can view a recording of the webinar on the [CLEAA Webinar & Presentations section](#) of our website.

List of sources mentioned in the presentation:

Altman Weil - [Law firms in transitions reports](#)

Laura Empson (2017) [Leading Professionals: Power, Politics, and Prima Donnas](#)

Stefan Hajkowicz (2015) [Global Mega Trends: Patterns of Change Shaping Our Future](#)

Ron Heifetz (2001) [The Work of Leadership](#) and (2009) [Adaptive Leadership](#)

Jon Stokes (2015)- [Defences Against Anxiety in the Law](#)

Richard Susskind - many books on the future of the profession including: The Future of Law; Transforming the Law; The End of Lawyers; and The Future of Professions.

Behind the Scenes of this Year's CLEAA Conference



Are you curious to know what was happening behind the scenes of the CLEAA conference? Here's how it came together.

We started in the familiar way of drawing up a run sheet with indicative timing and slots for speakers. Next we identified the types of speakers that would fit with the theme of the conference and the interests of the diverse CLEAA audience. We knew it would be digital, but we really were a bit naïve as to how it would all come together. One key piece of advice was from the only tech savvy member of the team, Natalie Wieland, who made it clear we would need good tech for a good conference.

After drafting the schedule and calling in favours from the speakers, we focused on the technology and explored both local and overseas options.

Our speakers each needed to submit any visuals in advance and test their camera and sound from where they would be on the day. This was a new experience for many of our speakers and our tech providers Audion made it easy with simple camera and sound checks.

Days before the event, Audion requested a detailed schedule with start and stop times, as well as notes about who would be recorded and who had slides.

Our tech team were in Austin Texas, Chantal and Natalie were locked down in Melbourne, Kim was in Brisbane, and Jackie, Una and Anna were in different parts of Sydney. And we each had a person ready to cover for us if our local tech went down.

Each presenter was given a specific time to be in the digital green room to run the final checks on their connection before their cameras were made live to the group.

TIPS:

- Using a virtual Zoom background takes up a huge amount of bandwidth and makes things unstable
- Get the biggest digital clock you can find and position it to be glanced at regularly
- Have plenty of water on hand
- Be aware that as the MC you won't be able to see any of the pre-recorded videos playing when you are in the digital green room.

On the day there was no wiggle room on timing. We built in time for questions and thanked everyone who asked one. We also prepared some 'spare' questions for each speaker just in case we didn't receive any.

We did have to think about other things for the participant experience. How will they log in? Are the instructions clear? What's the back up if tech fails? Where are the presenters accessing from?

Chantal was solid as a rock with time cards for everyone, messages in the chat and every contingency at the ready.

We hope these tips help if you find yourself organising a digital conference.

Chantal Morton, Natalie Wieland, Anna Hinder and Una Doyle.

CLEAA's Executive Committee

At CLEAA's 2020 AGM we welcomed two new appointments to the Executive Committee being Dr Michael McNamara and Kellie Hamilton.



Dr Michael McNamara is a lecturer at Flinders University's College of Business, Government and Law.



Kellie Hamilton is General Manager, Member Knowledge and Learning with the Law Institute of Victoria.

Other members of CLEAA's Executive are:

Jacquelyn Simon, LegalWise (President)

Una Doyle, Judicial Commission of NSW (Vice President)

Sue-Ella Prodonovich, Prodonovich Advisory

Gratitude

We have so much appreciation for our outgoing executive. 2020 was a testing year to say the least and CLEAA's achievements in engaging with and supporting our community couldn't have been achieved without the help of these stars.

Ronwyn North, Streeton Consulting (past-President)

Dr Chantal Morton, Melbourne Law School

Cara Sleeman, Head of Professional Development, The Law Society of NSW

Natalie Wieland, Co-Founder & COO, VidVersity

Thanks and Best Wishes To You

Thank you for staying in touch with CLEAA.

If you're not already a member we'd love you to join CLEAA in 2021. Our purpose is to provide a supportive community dedicated to the needs of professionals from Australia, New Zealand, Asia and the South Pacific who are involved in providing continuing legal education and professional development to the legal profession.

Our best wishes for a peaceful holiday season.

We look forward to seeing you next year.

Connect with CLEAA

You don't need to wait for CLEATalk – we post news to our website <https://cleaa.asn.au/>

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