

## LETG News

### LETG Trainer and Training Provider of the Year 2006 – yes, THE Oscars of the Legal Training and Development world!

We are delighted to announce the winners:

#### LETG Trainer of the Year 2006:

Alan Pannett.

#### LETG Training Provider of the Year 2006:

fresh pd.



legal education &  
training group

“Chalk  
and talk”

### LETG Newsletter July/August 2006

“Well, here’s our packed summer edition to last you until Autumn, when traditionally we trainers are up to our eyeballs! Enjoy the sun, see some of you at the BBQ in August and roll on Summer”



*Alan Pannett and Rachel Berry of fresh pd at the Annual Dinner, receiving their awards from LETG Chair, Paula McMullan (centre).*

Many congratulations go to Alan and his team for a win in both categories for the second consecutive year. Our members’ standards are high, so this reflects the quality provided by Alan and fresh.

### LETG Training Fair: a new beginning!

Thanks to those who gave your views on the Training Fair. Taking these on board, we have decided to fully revamp it, to maximise its appeal and usefulness to members, with a possible re-launch around 2008. Want to see new providers, in new areas? Let [Pauline Holland](#) have your views for a new look future Training Fair.

You may receive notification of a "legal training fair/expo" from Gerry Robinson or Trade Shows International. Please note that the LETG has terminated its relationship with this organisation and is not associated in any way with this event.

## Website articles

### **"How to energise your training events", Chris Stoakes (Sherwood PSF Consulting).**

Remember Chris' session at the LETG 2005 Annual Conference? Chris has kindly pulled together the outputs and good ideas discussed at the session – have a look and add the ideas to your training toolkit! We are all looking for better ways to invigorate our training and engage attendees – there may be one or two you don't have or haven't tried!

<http://www.letg.org.uk/content/category/4/14/31/>

### **Law Society latest from LETG Chair, Paula McMullan**

Paula attended the latest ETC meeting at the Law Society on 14 June 2006.

The Chair, Dr Jonathan Spencer, confirmed that the Regulation Board is reviewing the terms of reference and membership of the ETC and that composition of the Committee will be confirmed in September.

A new Education Officer has been appointed to replace Julie Swan. Claire Powell-Evans will be taking up post shortly.

There was discussion regarding the future of the training contract and the perceived "training contract blockage". The value of a period of work-based learning was emphasised by a number of members. A relaxation of the "time to count" rules was also considered. Paralegals would then be able to apply for longer periods of paralegalling experience to count towards their training contract.

It was reported that there had been little response to the timetable for implementation of the TFR and that the deadline for receiving comments would be extended until the end of June. As a result, Paula solicited views from the LETG members and submitted the following response to the Law Society based on comments received:

*"The timetable proposed appears to be well structured and allows enough time for each stage to be fully implemented. However, until*

*we have more details on the exact proposals, e.g. in relation to assessment, it is difficult to judge whether or not the timetable is in fact adequate.*

*Given that previous communication from the Law Society on the TFR has been intermittent, with long periods where no communication has been made, we request that law firms are fully briefed on completion of each stage, with advance notice of any possible amendments to the timetable.*

*We would also ask for clear guidelines on the impact of each stage for law firms and the results of review stages."*

The comment from Dr Spencer after the Annual Dinner that he would like to encourage a closer relationship between the ETC and the LETG members is therefore very welcome.

The next ETC meeting is on 26 July 2006. If you are interested in reading the meeting minutes in detail, they are posted on the Education & Training Committee's page of the Law Society's website.

### **Compulsory criminal record checks for solicitors prior to admission**

If you are involved in trainee/foreign lawyer training and development, you will have received a circular from the Law Society on new criminal checks from 1 September <http://www.lawsociety.org.uk/becomingasolicitor/admissionroll.law> - do make sure you have made relevant people aware of this new requirement. Let [us](#) know of any simple ways you are using to make this a simple process.

## LETG Member sharing

### Member news

**Changes at Stephenson Harwood:** Sharon Green is leaving the firm, having been Head of Training and worked with the firm for 6 years, to set up as a self employed HR and Development consultant. Victoria Johnston is stepping into the role of heading up the team

and has been joined by two new advisors, Sophie Thomas and Natalie Robinson.

**New LETG members:** Following our recent recruitment drive, we're delighted to welcome the following new members who we hope will join us at future events and get to know our ever-widening legal training community. If you see them on your travels, do say hello. Welcome to:

Christine Walker - Buckles  
Tracy Foley - Walker Morris  
Mick Cassell & Mark James - Thomas Eggar  
Janice Okuns - Morgan Cole  
Mike Widdop - Ashfords  
Jay Lutwyche - Burges Salmon  
Belinda Speak - WBW Solicitors  
Isabel Rehman - Gide Loyrette Nouel MNP  
Katie Chappell - Geldards

### **Good trainers used recently by LETG members**

Sharon Green, Head of Training at Stephenson Harwood, recommends the following trainers:

**Paul Conway, Sputnik Development & Joy Harcup, Harcup Consulting.** Used both in the firm's senior associate development programme; both were excellent. Paul helped with Business Development, Leadership and Management skills. Joy helped with the planning of our development centre and Project/Transaction Management.

**Gavin Brown, Speak with Impact.** Used Gavin to give additional support to that provided internally on presenting to clients. Not only was he very good, he was also flexible and had lawyer appeal.

### **Recent events**

#### **Training Trainees workshop – 6 June – a resounding, and oversubscribed, success!!**

With over 100 attendees from firms up and down the country, this packed day delivered some new insights on how we develop the partners of the future. Featuring contributions from Denton Wilde Sapte, Eversheds, Jones

Day, BPP, LawCareers.Net, Professional Career Partnership and DeWinton Williams, the half-day examined such areas as what trainees learn before they come into law firms, their expectations, their motivations and what they clients will demand of them going forward.

We have been delighted by the fantastic feedback we have had and are very grateful to all the participants, including the breakout session leaders. It appears that we are all grappling with a number of strategic and practical issues, which this session will, with any luck, help us navigate.

We'll shortly be sending around a copy of the outputs from each of the sessions for both those who made it, and those who were unable to attend – do read and retain!

#### **LETG Annual Dinner (sponsored by Vinciworks), Thursday 29th June, at the swissotel "The Howard".**

Excellent food, drink and Dr Jonathan Spencer – couldn't say fairer than that for £55!

Thanks to those who joined us for the dinner – firms as far and wide as Dundas & Wilson and Law South enjoyed a delicious 3-course meal with music from Lola Toursunova on grand piano.



Dr Jonathan Spencer, Chair of the Law Society Education & Training Committee, gave his thoughts on the challenges facing the Law Society with its new split roles of representation and regulation. He emphasised the need for a consistent approach to entry to the profession and future changes to the Qualified Lawyers Transfer Regulations in line with the Training Framework Review.

The lucky prize draw winners on the night were:

Jill Kennedy of Clyde & Co: Two Wimbledon tickets to the Men's Quarter Finals at Wimbledon, very generously donated by Mark Loosemore of Altior.



Tracy Clegg of Charles Russell (*below right*): Two coaching sessions presented by Sue Iveson of The Professional Career Partnership



Colin Dworkin, Baker & McKenzie: a case of wine, courtesy of ILEX Tutorial College and presented by Elizabeth Hardind.



For more pictures of the dinner, click [here](#):

## Event dates for your diary

### LETG Summer BBQ: Thursday 17 August at Just the Bridge, London

Another feast awaits you – not content with laying on a sumptuous dinner at the Swissotel, we want to make the best of the summer and invite you to a relaxing nosh up at the popular Just the Bridge, on Paul's Walk in London – a riverside eatery with views across the Thames to Tate Modern. Do join us – make a night of it! Indicate your initial interest with [Jane Cochrane](#); formal details to follow.

### Workshop: Leading Legal Learning – Enhancing the effectiveness of your legal education and training events

#### Wednesday 27 September: College of Law, Moorgate

Make sure you come to the brand new College of Law Moorgate Centre in London to join a host of law firm and academic speakers taking us through how to revitalise and make more effective the legal training that we all organise and facilitate.

Chaired by Richard King, Head of Legal Knowledge at Herbert Smith, a host of law firms from White & Case to Allen & Overy will be sharing insights, in addition to trainers from the College of Law and the University of Warwick.

Some of the highlights will be:

- **Understanding how lawyers learn today and tomorrow** – Panel session, including Prof Scott Slorach, College of Law
- **Client education** – delivering law to commerce (Joanne Gubbay, Head of Professional Development Training, Ashurst)
- **Creating a working grasp with the 0-3 PQE lawyers** (College of Law and Dara Leonard, White & Case LLP)

- **Overcoming challenges caused by multi-practice legal training** (Robin Henry, Simmons & Simmons)

These are but some of the highly relevant law firm case studies we'll be examining.

The booking form is attached to this newsletter. Do make a date to join us and learn how to enhance the effectiveness of your legal training efforts. Book early, as we envisage this will be a very popular workshop.

## Exciting new LETG E-learning Forum (and LETG AGM) –

**Monday 23 October: Simmons & Simmons, London**

**Struggling with how to implement the best e- or blended learning within your firm?** Not sure what others are doing and what works or doesn't? Come to our exciting new E-learning Forum at Simmons & Simmons offices, 1 Ropemaker St, London on Monday 23 October, from 12.30 – 17.00, which immediately precedes our LETG AGM. The programme is packed with insights and demonstrations, and includes the following:

- |                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• What e-learning has to offer law firms</li> <li>• The future of compliance training through e-learning</li> <li>• LMS pitfalls and best practice</li> <li>• How to develop e-learning authors</li> </ul> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Speakers will include representatives from leading e-learning providers and law firms with a wealth of experience in this area - make sure you join us for an afternoon when we address some of the key issues in obtaining the best use/mix of e-learning in our firms.

Contact [Jane Cochrane](#) to register your initial interest – we'll be sending out booking details in due course.

The AGM will be held at the offices of Simmons & Simmons at 5.30 pm with networking drinks to follow.

**The Annual Conference 2006: 15 and 16 November, Aston Business School, Birmingham**

Don't forget to put the dates in your diary now!

We are planning a programme full of insights and yes, some fun. To tell you now would give the game away, but suffice it to say there will be observations drawn from law firm case studies, some personal development opportunities for you as trainers, and lessons from the outside world.

Watch this space – but block out the dates now!

## Your input needed

### Regional groupings

We've had some excellent shows of enthusiasm for regional groupings.

Message for members in the **North West/North Wales** from Jan Springthorpe, of Thompsons

"Are you located in the North West or North Wales? Are you interested in becoming a member of a North West Regional Group? Would you like to become actively involved through attending meetings and events and making a contribution?"

The purpose of the regional group is to support the work of the national LETG in this neck of the woods through sharing and promoting best practice and expertise, breaking new ground and increasing the effectiveness of education and training in the legal environment.

If you are interested, I would like to hear from you! An inaugural NWRG meeting is proposed for mid to late July in either sunny Llandudno (a day out at the seaside!) or equally sunny Liverpool (*venues to be decided*).

*Please get in touch by phone: 01492 621399 – mobile 07971 647534 or e-mail:*

[janspringthorpe@thompsons.law.co.uk](mailto:janspringthorpe@thompsons.law.co.uk)

Message for members in the **Midlands**  
from Sharon Bancroft of Eversheds

"If you would be interested in joining a LETG Midlands group to exchange ideas and expand your network with colleagues working in learning and development across the region, please contact Sharon Bancroft at Eversheds. Tel 0845 497 1748 or email [sharonbancroft@eversheds.com](mailto:sharonbancroft@eversheds.com)

## This issue's Member profile:



**Belinda Scott of Watson Farley & Williams**

**Current role:** Director of Training and Development

**How long been in role?** I have been involved in training since I joined Freshfields in 1990, but I have been with my present firm (Watson Farley & Williams) for 5 years. The great thing about working in a smaller firm is that you can get involved in other areas of the firm apart from 'pure' training so my role now encompasses know-how (and to some extent co-ordinating PSL activities) and some compliance matters (for my sins!). I am also responsible for the creation and development of our intranet.

**How long have you been an LETG member?** About 15 years.

**Typical day?** Is there such a thing? It varies in that I carry out quite a bit of training myself. For example, tomorrow I am running a course on presentation skills with our trainees, and next week a shortened version for our vacation students. I could be running development sessions with senior assistants or having induction meetings with new joiners. I also represent the firm at CLLS (City of London

Law Society) and CSET (City Solicitors Educational Trust) meetings - so life is very varied.

### **What's your office like?**

It's quite a large office, which I share with my colleague Nicola Maynard. I have piles of paper on my desk (I have never managed to master a clear desk policy). I am a keen photographer outside work and I have pinned up a few photographs - mainly of the countryside and stag hounds of Exmoor.

### **How many in your team?**

In the training team just the two of us. Additionally, in the know-how/library team there are 5 people and 5 PSLs.

### **Biggest challenges?**

On a personal level, I am just about to embark on a stage of the Tour de France called the Etape du Tour. This is held on one of the Tour's rest days (10 July) and the French treat us like the professionals, closing all the roads and cheering us on. We will need it. The course is 187km long and goes over three big mountains (all in one day I hasten to add!)

Professionally, it's getting partners to take responsibility for matters other than fee-earning (dare I say developing themselves and supporting their juniors).

### **Greatest triumphs?**

Developing and running our first senior assistant development centre and, after 5 years, getting the go ahead to introduce 360 feedback for partners.

### **Any training room nightmares?**

As everyone knows, preparation is key so I have managed to avoid quite a few of these lately. However, a few years ago I was wanting to point out something on a Powerpoint slide and picked up what I thought was a pointer pen. It turned out to be someone's white stick!

### **If you had a magic wand, what would you make happen?**

Everybody who is booked on a training course to turn up (and on time!)

### **If you could be anywhere in the world, where would you be?**

If I didn't have to work it would be Exmoor. For work, Berlin.

**Person you'd call in an emergency?**

Adrian, my husband. He is MUCH calmer than I am.

**Favourite training provider?**

That would be telling...

**One word of advice to new members?**

Get to know as many of the LETG members as possible and enjoy their company (not to mention their good advice).

**Any help you'd like from providers?**

Not to ring up and constantly enquire what our training plans are (especially when forgetting to ask if it's a convenient time to talk!)

**If the LETG could do one thing for you, what would it be?**

Continue talking sense to the Law Society.

[Paula McMullan](#), Chair, Annual Dinner, Law Society ETC

[Patrick McCann](#), Vice-Chair, Annual conference

[Katharine Greenfield](#), Membership

[Peter Carrick](#), Website development;

[Pauline Holland](#), Gastronosh/Training Fair;

[Sandy Boyle](#), Treasurer

[Karen Aubrey](#), Newsletter

[Susan Way](#), Regions

[Robin Henry](#), E learning forum

[Jenny Pugh](#), Website development

[Tracy Clegg](#)

[Shannon Campbell](#)

[Jane Cochrane](#), LETG Administrator

[www.letg.org.uk](http://www.letg.org.uk)

## Postscript

Des Woods at Linklaters is looking for a Learning and Development Manager for the firm's global practice learning division. This is a team management position with a global outlook. Contact [gary.jones@first-counsel.co.uk](mailto:gary.jones@first-counsel.co.uk) or [marie.kirby@first-counsel.co.uk](mailto:marie.kirby@first-counsel.co.uk) if you interested.

## Want more from **this** newsletter?

Contact [Karen Aubrey](#).

## Your LETG committee



### Half Day Workshop – Leading Legal Learning

**Date:** Wednesday 27<sup>th</sup> September 2006

**Time:** 12:00-17:30

**Venue:** College of Law, Moorgate

**Guest Trainer:**

**Fee:** £60.00 for LETG law firm members

£85.00 for non-LETG law firm members

£100.00 for commercial friends

**Overview:** This new workshop will assist training professionals, professional support lawyers and all those charged with organising and delivering legal training in law firms by examining the best way to deliver legal information in a training context.

Participating law firms include Allen & Overy, Ashurst, Baker & McKenzie, DLA Piper, Simmons & Simmons, White & Case and Wragge & Co. They will be joined by education specialists from the University of Warwick and Kingston Jones as well as the College of Law, the foremost commercial provider of post-qualification legal education.

Together, the speakers will address strategic, contextual and practical issues facing the profession. The workshop will consider how lawyers learn, what we can gain from other law firm's insights and how to construct a legal training session for a variety of different audiences.

We anticipate that this workshop will sell out quickly and are therefore limiting numbers for this workshop to three per firm, with places allocated on a first come, first served basis.



**LETG Half Day Workshop**  
*in association with the College of Law, Networking for Know-How (and other PSL organisations tbc)*

**“Leading Legal Learning - Enhancing the Effectiveness of your Legal Education and Training Events”**

**Wednesday 27<sup>th</sup> September 2006 13:00-17:45**  
**College of Law, Moorgate**

**Chaired by Richard King, Head of Legal Knowledge, Herbert Smith**

12:00 Arrival and Networking Sandwich Lunch

12:30 **PANEL SESSION - UNDERSTANDING HOW LAWYERS LEARN TODAY AND TOMORROW**

Scott Slorach, Director of Vocational Courses, College of Law

Dr. Henry Marsden, Kingston Jones Ltd

Professor Patricia McKellar, Job Title, University of Warwick

*The specialist panellists will each give a short presentation and then answer attendees' questions*

on:

- How people learn
- How lawyers take on board information
- How lawyers typically disseminate information
- What turns off lawyers from learning and how can we stimulate learning?
- How you can make effective and immediate improvements to the learning process
- What place is there for e-learning in CPD for the legal profession?
- What the future holds for lawyers' learning

14:00 Tea and Networking

**LEADING IN THE LEGAL LEARNING GAME - FROM CHALK AND TALK TO “WATCH MY WALK!”**

14:20 **Law Firm Case Study 1 - From Chrysalis to Butterfly - How a Big Firm Organises its Legal training from Training Contract to Partnership**

Ben Staveley, Graduate Recruitment Consultant, Freshfields

14:40 **Law Firm Case Study 2: Keeping the Whole Class Entertained?- Multi-Level Legal Updates - The Linklaters' Experience**

Name to be confirmed, Investment Management Group, Linklaters

15:00 **Practical Workshop - Build Your Own Educational Event in Just Over One Hour**

Choose One:

**Workshop 1: Cross-Departmental Technical Training** - led by Colin Davey, Director of Post-Qualification Development, College of Law and Shannon Campbell, DLA Piper

**Workshop 2: Trainees and Initial Understanding** - led by Jason Ellis, Director of Design (Vocational Programme), College of Law and Joanne Dowsett, Graduate Recruitment Advisor, Wragge & Co

**Workshop 3: Creating a Working Grasp with the 0-3 PQE Lawyers** - led by Frances George, Professional Development Tutor, Head of Corporate Programme, College of Law and Dara Leonard, White & Case LLP

**Workshop 4: Delivering “Dry Law” to Busy Clients-** led by Sarah Hutchinson, Director of Professional Development, College of Law and Sheila Fahy, Counsel, Allen & Overy

**Workshop 5: Multi-Layered Updates from Cradle to Grave** - led by Chris Stoakes, Director, College of Law and Linklaters representative (name to be confirmed)

16:10 Tea

16:25 **Law Firm Case Study 3: Cross-Cultural Legal Technical Training**  
Jane Hobson, Training Partner, Baker & McKenzie

16:45 **Law Firm Case Study 4 - Client Education - Delivering Law to Commerce**  
Joanne Gubbay, Head of Professional Development Training, Ashurst

17:05 **Law Firm Case Study 5 (slot to be allocated): Overcoming Challenges caused by Multi-Practice Legal Training**  
Robin Henry, Training Lawyer, Simmons & Simmons

17:25 Closing Remarks



**legal education &  
training group**

## Half Day Workshop – Legal Learning

### Booking Form

Please reserve me a place at the half day workshop on Wednesday, 27<sup>th</sup> September 2006:

**Name:**

**Firm:**

**Address:**

**Email address:**

I enclose a cheque for £\_\_\_\_\_ payable to the “Legal Education and Training Group”

Which represents the fee ticked in the box below (please tick relevant box):

LETG Members - £60

Non LETG Members - £85

Commercial Friend - £100

Please choose your first and second choice breakout sessions. You will be attending *one* of the sessions.

Workshop 1: Cross-Departmental Technical Training

Tick 1<sup>st</sup> choice:

Tick 2<sup>nd</sup> choice:

Workshop 2: Trainees and Initial Understanding

Workshop 3: Creating a Working Grasp with the 0-3 PQE Lawyers

Workshop 4: Delivering “Dry Law” to Busy Clients

Workshop 5: Multi-Layered Updates from Cradle to Grave

Please send to: Jane Cochrane, LETG Administrator, 24 The Sandpipers, Gravesend, Kent DA12 5QB

If you have any queries, please contact Jane Cochrane by e-mail on [cochrane.jane@googlemail.com](mailto:cochrane.jane@googlemail.com)

**Please return no later than Wednesday 13<sup>th</sup> September 2006**

**Places will be allocated on a first come first served basis. Confirmation of booking will be by e-mail only so please ensure you have provided us with your correct e-mail address. Please note no refunds if you cancel after booking.**