

## Legal Counsel Executive Development Program

The role of in-house legal counsel is expanding. Senior legal counsel are expected to demonstrate cross-functional management skills, business savvy and effective leadership behaviours. IKD has researched these needs and, since 2000, has been conducting the Legal Counsel Executive Development Program for General and Senior Counsel from private and government organisations from Australia, New Zealand and Asia.



### About you

You are a General Counsel or Senior Legal Professional who wants to further develop your leadership ability. You have experience as an in-house legal professional and work at a senior level in the business.

You wish to develop your management and leadership competence to provide a legal service that clearly adds strategic value to the business and ensures you progress your career.

### Alumni includes

Telstra, Caltex, NAB, George Weston, TAC, State Trustees Vic, The Melbourne Hospital, Macquarie Bank, Transurban, CBA, Toyota, National Foods

### Date

19 - 21 March 2012, 1st residential  
4 - 5 June 2012, 2nd residential  
5 days / 3 nights total

### Location

Victoria

### CLD points

Yes

### Referees

Participants 2000 - 2011

### Program Director

Jil Toovey, Director, IKD  
Jil.toovey@ikd.com.au  
+ 61 417 060 002

### Presenters

Jil Toovey, Dr Benny Tabalujan,  
Dr Debby King-Rowley, Geoffrey Still and Miles Standish

## RESIDENTIAL ONE (3 Days)

### Module 1 – Leadership for Lawyers

- Organisational settings – challenges and opportunities
- Individual and group aspirations

### Module 2 – Strategic Thinking for Lawyers - take a whole of business perspective

- Operational versus strategic thinking
- Systems thinking for the legal role
- Systems thinking tools for senior in-house lawyers

### Module 3 – Develop Distinctive Team Performance

- Belbin Team Roles models
- Play to individual and team strengths
- Apply model to interactions between legal and
- Business

### Module 4 – Provide innovative solutions to business issues

- Innovation, creativity and lateral thinking
- Innovation for lawyers and their roles
- Tools and mindsets that will drive innovative solutions

### Module 5 – Politics and relationships with key clients

- Influencing, trust building and ego management
- The role politics plays in decision making and interactions
- Ways to influence business thinking and decision making

### Module 6 – Lawyers as Coaches

- Leadership roles that develop high performance
- Lawyer as coach – assets and liabilities - Coaching tools and practice

## RESIDENTIAL TWO (2 Days)

### Module 7 – Lead legal teams through change

- Classic change scenarios for legal teams
- Change models that manage the process and Behaviours
- Leadership skills to build influence through organisational change

### Module 8 – Effective partnerships with external providers

- Roundtable research into law firm billing
- Trends, insights and approaches for mutually beneficially outcomes

### Module 9 – Build the value of legal expertise to business clients & key stakeholders

- Crystallise your value proposition
- Review the output of IKD LegalScores tool and explore ways to measure and improve in-house performance
- Strategies to engage the business with the unique value proposition

### Module 10 – Development Strategy

- Images of lawyers as leader
- Aspirations, strategies and support

### Program also includes

1:1 coaching, feedback and membership to an ongoing professional alumni.

### Pre-work

360 degree feedback and pre-reading. A conversation with a manager to align expectations.

## Legal Counsel Executive Development Program

**To register, please complete and return this form to**

IKD Pty Ltd  
 PO Box 18086  
 Collins Street  
 Melbourne VIC 8003  
 Telephone 1300 668 353  
 Email [enquiries@ikd.com.au](mailto:enquiries@ikd.com.au)

**Program Dates**

Hepburn Springs, Victoria  
 1st Residential: 19-21 March 2011  
 2nd Residential: 4-5 June 2011

**Program Fee**

*Regular fee*  
 AUD\$8,700 + \$870 GST = \$9,570

*Special rate ACLA & CLANZ*  
 AUD\$7,700 + \$770 GST = \$8,470

**Early Bird Fee**

For registrations received and paid by Friday 10 February 2012

*Regular fee*  
 AUD\$8,200 + \$820 GST = \$9,020

*Special rate ACLA and CLANZ*  
 AUD\$7,200 + \$720 GST = \$7,920

**Privacy Notice**

By completing this form you may be providing Innovative Knowledge Development (IKD Pty Ltd) with personal information. The information which IKD collects on this form will be used for the purposes of registering you for the program and for tailoring the sessions to suit your experiences and requirements. This information may be disclosed to the program presenters for these purposes only. You are not required to answer all questions on the form, however, if we do not receive sufficient information to contact you then we may be unable to register you for the program. You may request access to any personal information we hold about you by

Title \_\_\_\_\_ Name \_\_\_\_\_

Company \_\_\_\_\_

Position \_\_\_\_\_

Address for all correspondence \_\_\_\_\_

City \_\_\_\_\_ Postcode \_\_\_\_\_

Country \_\_\_\_\_

Telephone \_\_\_\_\_

Facsimilie \_\_\_\_\_

Email \_\_\_\_\_

CLANZ or ACLA membership No \_\_\_\_\_

**Payment** (ABN 17 875 168 036)

A cheque made payable to IKD Pty Ltd for \_\_\_\_\_

\$ \_\_\_\_\_

is enclosed, or please charge \$ \_\_\_\_\_ to \_\_\_\_\_

American Express  Mastercard  Visa  Diners Club

Card No

Expiry date \_\_\_\_ / \_\_\_\_ / 20\_\_\_\_

Name on card (please print) \_\_\_\_\_

Cardholder signature \_\_\_\_\_

**Disclaimer and Cancellation**

All cancellations must be notified to IKD in writing. A full refund will be made for cancellations up to 30 days prior to the start of the program. Cancellations within 30 days prior to the start of the program will be subject to a 50% cancellation fee; cancellations within seven days of the start of the program will be subject to a 75% cancellation fee. Cancellations after the start of the program or "no shows" are subject to payment of the full fee. IKD reserves the right to alter any part of this program, including session dates and facilitators, without notice.

contacting IKD on 1300 668 353.

*“While our individual experiences and learnings from the LCEDP may vary, we’d all agree it was fantastic. The camaraderie and collegiality LCEDP engenders transcends any particular course group. I’d like to think that any LCSP alumni can ring any other alumni members and the rapport and willingness to help each other would be instant.”*

**Janice Van Reyk**

GC and Company Secretary National Foods (to May 2002)  
LCEDP Melbourne 2000

*“A thoroughly enjoyable and valuable program. For each hour invested, I have received many in return through improved practices or better techniques. I recommend the course to anyone who is interested in management and leadership of a legal function.”*

**Margaret Harrison**

Consumer and Small Business Counsel, ANZ Bank  
LCEDP Melbourne 2003

*“The LCEDP course was time well spent, for both its professional and personal value. The range of topics was good for us novice managers, and having a generous amount of time on each session gave a chance for areas that I was familiar with, I picked up a set of analytical and descriptive tools to give some shape to my thinking. Other areas were complete revelations and opened up a whole new way of seeing the workplace - and watching the very skilful instructors in action was an education in itself! Really enjoyable and worthwhile.”*

**Michael Coleman**

General Counsel, Telstra Wholesale  
LCEDP Melbourne 2008

*“It is difficult to put my feedback from the course into a few words as I don’t feel I will do the course justice..... My confidence in my ability to lead has significantly improved and I am finding it much easier than expected to put my learnings from the course into practice.”*

**Justine Rowe**

Managing Counsel, Telstra Corporation Ltd  
LCEDP Melbourne 2006

*“Some valuable insights into one’s leadership style, and the perceptions of others. I have recommended this course to other lawyers wishing to develop in their current role or to “morph” into another.”*

**Elizabeth Kennedy**

Corporate Counsel, The Royal Women’s Hospital  
LCEDP Melbourne 2008

*“The intimate style of the live-in course, the extensive range of presenters, the relevance of all of each presenter’s subject matter, and the excellent overall course management by IKD, all combined to make this the most worthwhile management skills course I have ever attended.”*

**Ian Patterson**

General Counsel, Group Legal