



# Managing Employee Attrition

by Neil Oakes

Sydney Thursday, 16 August 2007  
The Grace Hotel

Brisbane Tuesday, 21 August 2007  
Hilton Brisbane

Melbourne Monday, 3 September 2007  
RACV Club

Session: 9am - 5pm

A learning workshop designed specifically for the times. As Australia marches towards full employment, retention has grown beyond the firm and manifested as an industry issue. Lawyers are highly mobile. The attrition of employed lawyers from Australian legal firms is having a significant, negative economic impact. Attrition is a costly business. Firms should move quickly to develop a specific retention policy that recognises the underlying causes of attrition and encourages all partners and managers to maximise the retention of quality talent.

## Program

### Session 1 A New Employment landscape

In this session we will examine how the demographic of Australian Lawyers is changing. As well as the much talked about generational issues that all practices are experiencing we will explore changing numbers of women lawyers, part time lawyers, contract lawyers, the aging equity partner base and the opportunities that remain for progressive firms.

### Session 2 What Causes Attrition / Turn over

Modest attrition is an important part of a healthy growing business. Good new people often bring innovative, energetic approaches to old problems. At present however, attrition in law firms is too great to be healthy. Last year FMRC Legal surveys indicate attrition rates as high as 45% for several categories of employed solicitors. In this session we will examine the causes of attrition. While some of the causes remain uncontrollable many are directly controllable.

### Session 3 Building a Retention Strategy and Implementing a Retention Policy

Progressive firms should have a specific strategy to control attrition of talented employees. In this session we will explore the elements of an effective strategy and show participants how to design and implement effective, firm wide policy.

### Session 4 A Firm Wide Look at Leadership and Organisational Culture

People no longer work diligently for a firm because they feel they must. All talented people have many options. They will only work diligently for you if they like you. Leadership and culture are the keys. In this session we will look beyond the leadership rhetoric to examine practical, workable strategies that will help partners and leaders make their firms better places to work.

## Neil Oakes



Neil is well known to the Australian legal profession. He has served the profession for twenty years as a trainer, researcher and consultant. Neil regularly assists law firms to manage strategic and tactical issues. His key note addresses, training workshops, practice improvement assignments and retreat facilitation bring him in contact with hundreds of law firm partners annually. Neil has thoroughly researched attrition in professional service firms during the last twelve months as part of an on going doctoral programme. In this workshop he will impart his findings in his typical no nonsense, pragmatic way.

## REGISTRATION & TAX INVOICE

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**YOUR INVESTMENT:** \$715 for the first person. Additional people from the same firm are \$660 each. (Prices include GST)

## TAX INVOICE

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