

The Inaugural 2008

Seldon Gill

Business Services Career Development Award

Support your Support Staff



Seldon Gill Business Services Career Development Award 2008

In a competitive labour market, it is important to differentiate your firm from your competitors to attract (and retain) top talent – and independent recognition of your firm's standing as an employer of choice can be a valuable recruitment tool. The **Seldon Gill Business Services Career Development Award** is a joint initiative by Seldon Gill Consulting and the Australian Legal Practice Management Association (ALPMA) to recognise firms within the Australian legal profession that have developed initiatives to support the careers of their non-fee earning professionals.

Award Categories

There are 2 categories in the **Seldon Gill Business Services Career Development Award**:

- Small firms (up to 20 full time non-fee earning staff)
- Large Firms (over 20 full time non-fee earning staff)

How to enter

- Applicants must prepare a case study on an initiative that their firm has implemented to develop the careers of non-fee earning professionals. Examples may include one-off projects or ongoing programs.
- In the case study, applicants must demonstrate: how the initiative was developed; how the initiative was launched; budget vs actual spend; results; feedback from staff; and ROI (ie. retention rates, etc).
- Judges will be looking for originality and tangible outcomes from these initiatives.
- Visit the www.alpma.com.au website to download your entry form and to submit your application. Case studies can be submitted in any format you like.

Judging Panel

Applications are to be submitted to ALPMA and will then be judged by an independent panel including:

- Justin Papps, Director - Mettle Group
- Paul Montgomery, Principal – Montgomery Consulting
- Graham Seldon, Managing Director - Seldon Gill Consulting
- Dr Peter Lynch, Principal - dci lyncon

Key Dates

- Submissions open - 4th August 2008
- Submissions close - 5th September 2008
- Winners announced - 10th October 2008 (winners will be announced at the ALPMA Summit Gala Dinner in Sydney).

Further enquiries

For further information, visit www.alpma.com.au or contact Kerrie Billings at k.billings@alpma.com.au or 03 9432 0335.

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Seldon Gill Consulting

Seldon Gill Consulting is an executive recruitment firm that specialises in professional services recruitment in Australia, Asia, Europe, the Middle East, New Zealand, the UK and the USA. With offices in Melbourne and Sydney (as well as an affiliate office in New York), we recruit Marketing and Human Resource professionals in the following sectors: Law; Accounting; Information Technology; Engineering; Management Consulting; Architecture/Design; Education; and Associations.

So what makes us different? Many of our clients look for people who come from a professional services partnership environment; they want candidates who understand the key drivers that make a successful firm. We can provide this. We are also skilled at recognising talent from outside the industry and have successfully transferred these types of candidates to professional services firms.

Visit www.seldongill.com for more information on how we can help you.

Australian Legal Practice Management Association (ALPMA)

ALPMA is the peak Australian body representing managers and lawyers with a legal practice management role. ALPMA provides an authoritative voice on issues relevant to legal practice management. The Association provides members with an opportunity to share knowledge and resources in the rapidly growing area of professional law firm management, augmenting the existing strengths of state bodies and maximising the future potential of this growing area of management.

Members of the Australian Legal Practice Management Association provide professional management services to legal practices in areas of financial management, strategic management, technology, human resources, facilities and operational management, marketing and information services and technology.

Visit www.alpma.com.au for more information.

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Employer Entry Form

This application should be completed by either a Managing Partner, CEO, General Manager, or Director of Human Resources. By submitting the Application, the Firm Nominee (named in the form) accepts responsibility for the firm's compliance with the rules of entry.

Firm Information
Name:
Website:
Number of offices:
Locations of offices:
Number of employees:
Number of fee earners:
Number of non-fee earners:
\$ professional fees billings in 07/08:
Total FTE# people in firm at 31 August 08:
Total FTE# fee earners in firm at 31 August 08: #FTE: full time equivalents employee working 2 days per week would count as 0.4 FTE)
Longest serving current non-fee earner (in years):
Average employment length of current non fee earners (in years):
Firm Nominee
Name:
Title:
Email address:
Signature: