

Carter Newell named *Employer of Choice 2008*

The screenshot shows the Carter Newell website with a navigation menu including HOME, PRACTICE AREAS, PUBLICATIONS, PEOPLE, NEWS, WHO WE ARE, CAREERS, INTERNATIONAL PARTNERSHIPS, and CONTACT US. The main content area features a news article titled "Carter Newell named as the QLS Employer of Choice 2008" dated 15 Dec 2008. The article text reads: "Carter Newell is proud to announce that it was named Employer of Choice by the Queensland Law Society at the annual President's Cocktails and Awards function. Carter Newell was a finalist alongside two other firms and our submission was based around the our S.O.L.I.D values, flexible work/life balance practices and our support of staff through the Job Placement Disability Employment Network." Other news items include "Launch of the Australian Civil Liability Study a Success for Carter Newell" and "Carter Newell Recognised as a Leading Energy & Resources Practice".

Carter Newell was awarded "Employer of Choice" by the Queensland Law Society at the annual President's Cocktails and Awards function in December 2008.

The firm was announced as a finalist alongside two other firms by the judging panel, which consisted of the President of the Queensland Law Society, Megan Mahon, and the Chair of the Society's Equalising Opportunities in Law Committee.

In presenting the award, Mahon made reference to Carter Newell's strong values, flexible work/life balance and the firm's long standing commitment and support of staff and in particular staff participating in the Job Placement Disability Employment Network.

"Your selection as a finalist reflected well on the hard work that you had put into your culture over the past five to ten years and your selection as the Award recipient certainly

proves that the hard work was well worth it", said Mahon.

The award aims to encourage the efforts of Queensland legal practices to promote diversity of staff and accommodation of staff lifestyle needs, with the judging based on promotions of initiatives that enhance employment or career development opportunities for legal practitioners and initiatives which help balance work and family/life responsibilities.

"The team at Carter Newell is extremely honoured to have received this award", said Paul Hopkins, Senior Partner. "We'll continue to work hard at providing a supportive environment for all staff, doing the little things such as offering flexible work times and looking after individuals, providing a challenging work environment, but one that remembers the need to accommodate work, life and family." ■

Retention and succession the focus of HR

Integrated Talent Management solutions provider, PageUp People, has released the results of a Succession Management survey, in which over 100 HR professionals participated online throughout December 2008.

The key finding was that, out of recruitment, performance management, retention and succession, and training and development, retention and succession was perceived to be the biggest challenge for managing talent in 2008/09.

Results also indicated that few organisations' retention and succession systems and processes are aligned with best practice.

Only around half of the companies surveyed had a formal succession management process in place and over half of these companies do not measure the success of the program.

Additionally, approximately 20% of companies were found to have succession plans in place for the top 10% of management only, and close to 30% revisit succession plans solely on an annual basis.

Furthermore, close to 35% rely on informal verbal recommendations as a means of managing the succession process with few companies assessing the flow on effect of redeploying key talent, a critical consideration for any succession management strategy.

Although many of these results are risky business, Karen Cariss, PageUp People CEO, believes the market is realising a more objective approach is required and moving quickly to formalise processes to retain their top talent. "A formal, objective and strategic succession management approach, rolled out across an entire business, is a key challenge to many organisations and I think these results reflect this. Encouragingly, what these results do show is that many professionals are now beginning to see this as a focus for the new year." ■

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