



ABA

Australian
Bar Association

Practice Development for
the Junior Bar Post Covid

ONLINE CPD
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Presenters

Dominique Hogan-Doran SC is Chair of the Australian Bar Association's Practice Development Committee & an officer of the International Bar Association's Bar Regulation Committee.



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ABA Practice Development Committee

Australian Bar Association is the peak body representing 6000 barristers throughout Australia.

ABA draws upon the experience and knowledge of its members to represent effectively the profession and advance public debate on law reform and legal policy issues.

ABA recently established the Practice Development Committee to help deliver the ABA's purpose: *to promote the administration of justice, the rule of law and the excellence of the Bar.*

The Committee currently comprises [Dominique Hogan-Doran SC \(NSW\)](#), [Oren Bigos QC \(VIC\)](#), [Dr Neville Rochow QC \(SA\)](#), [Philip Bambagiotti FCI Arb \(NSW\)](#), [Dr Juliet Behrens \(ACT\)](#), [Rebecca O'Brien \(WA\)](#), [Maria Saraceni \(WA\)](#), [Susan McNeil \(QLD\)](#), and [Mark Seymour \(NSW\)](#).

Work of the ABA Practice Development Committee

- Advise the ABA Council and the Executive in relation to barrister practice development matters
- Consider and propose ways to promote the work of barristers to solicitors, in-house counsel and clients, including internationally
- Consider and propose to the ABA Council and the Executive, ways to increase the volume, share, value and quality of work available to barristers in all practice areas, both domestic and international, and at all levels of seniority, with a particular emphasis on the work available to new and other junior barristers
- Identify and promote new and emerging practice areas of relevance to barristers
- Consider and propose mechanisms to facilitate barrister practice, including resolving technology related issues, promoting harmonisation of rules between jurisdictions, and facilitating direct briefing, secondments, and other opportunities for practice
- Conduct continuing professional development seminars, presentations and information sessions to assist barristers, particularly new and other junior barristers, in practice development
- Liaise with, and promote the work of, practice development committees of ABA constituent bodies
- Work on such projects in relation to barrister practice development as the ABA Council or the Executive shall refer to the Committee.

Adapting to a new 'normal'



Pandemic: *what changed?*

Where barristers work

Work from home and remote working

Virtual hearings

When barristers work

Reduced work/life separation

Increased/changed hours of work

How barristers work

Reduced opportunities for collegiality

Reduced opportunity to market and network

What work barristers do

Type of and opportunities for work changed



'Post' pandemic: *a new normal?*

Where barristers work

Mix of face-to-face and AVL hearings

Online client and witness conferences continue

When barristers work

Remote working and flexibility still available

Improving work/homelife separation

How barristers work

Hours of work variable

Better opportunities for collegiality

What work barristers do

Increased opportunity to market and network

Type of and opportunities for work changing



Junior Bar in the new normal: *being 'front of mind' for instructors*



'Coffee'
catchup



Activate
LinkedIn



Circulate
updated CV
or recent paper



Invite
to event



Junior Bar in the new normal: *securing 'repeat' instructions*



set expectations
upfront



communicate
clearly



be timely



no bill shocks



be supportive of
client relationship

Junior Bar in the new normal: *using your transferable skills*

Consider how your existing skillset can be used in new and different areas of practice.
For example:



Cross examination skills

- experts
- vulnerable witnesses
- officials

Financial literacy

- damages and compensation claims
- fraud and corruption inquiries
- accounting and auditor discipline
- family and probate property disputes

Pro bono: *opportunities*

[Victorian Bar Pro Bono Scheme](#)

[NSW Bar Legal Assistance Referral Scheme](#)

[ACT Law Society Pro Bono Clearing House & Legal Advice Bureau](#)

[Northern Territory Pro Bono Clearing House](#)

[Queensland LawRight](#)

[South Australia Justice Net](#)

[Law Society of Tasmania's Pro Bono Clearing House](#)

[Western Australia Law Access](#)



Marketing Business Development Practice Development

KNOW THE DIFFERENCE



Marketing is about promotion

MINDSET

- Front of Mind:** *do they remember you?*
- Short term:** *will it have currency?*
- Small bites:** *does it prompt action?*
- Clarity:** *who is your market?*
- Online or off:** *where is your market?*
- Helpful:** *will people learn through your content (and promote you to others)?*

ACTION

- Short term** → *upcoming CPD*
- Small bites** → *link to registration*
- Your market** → *solicitors and clients*
- Online or off** → *Website, LinkedIn, Twitter*
- Helpful** → *identifies & shares solutions to current problems*

Business development is about connection

MINDSET

- Long term
- Relationships
- Trust
- Solutions

ACTIONS

- Support your solicitors
 - be helpful
 - foster reciprocity
- Know their clients
 - Learn their problems
 - Provide solutions

Practice development is about sustaining

PRACTICE AREA DEVELOPMENT

- Securing repeat instructions
- Using your transferable skills
- Nurturing your expertise
- Developing your niche
- Pro bono opportunities

SKILL DEVELOPMENT

- Strengthening your skill set
 - Advocacy skills
 - Technological skills
 - Business skills
- Broadening your professional skills
 - Mediator/Arbitrator
 - Director

Practice area development

ESTABLISH AND EVOLVE



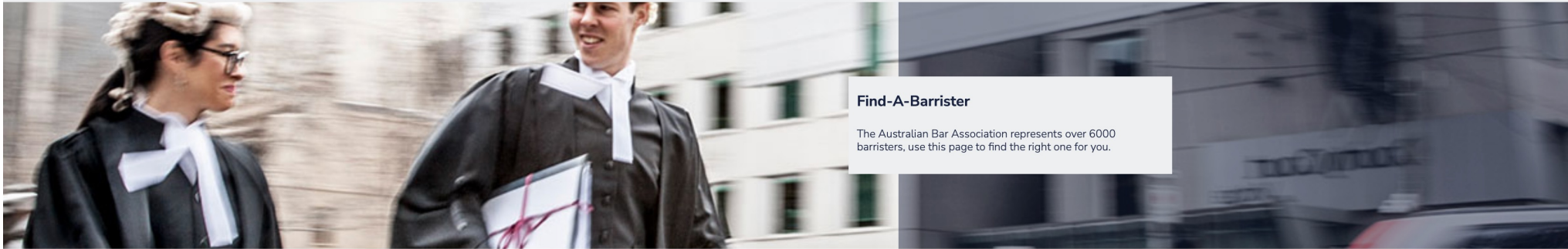
Practice area development - *developing your niche*

Horizontal niche – specific practice area

Vertical niche – specific industry

Demographic niche – similarly situated people

Combined niche
horizontal/vertical - horizontal/demographic - vertical/demographic



Find-A-Barrister

The Australian Bar Association represents over 6000 barristers, use this page to find the right one for you.

[Home / Find-A-Barrister](#)

Find-A-Barrister

This webpage only contains the contact details of those barristers who are members of the Australian Bar Association with current practising certificates, and who have agreed to their details being made available. For more information read our disclaimer here.

Start typing barrister's name

Area of Practice

Area of Specialisation

Advanced Search +

Primary Areas of Practice

[Alternative Dispute Resolution](#)

[Commercial](#)

[Common Law](#)

[Criminal Law](#)

[Energy and Resources](#)

[Environment and Planning](#)

[Equity and Trusts](#)

[Family Law](#)

[Government](#)

[Industrial and Employment](#)

[Inquests, Inquiries, Tribunals and Commissions](#)

[International Law](#)

[Public and Administrative Law](#)

[Tax and Revenue](#)

[Technology and Media Law](#)

For more detailed practice areas see:

<https://austbar.asn.au/for-the-community/practice-areas>

Junior Bar in the new normal: *nurture and showcase your expertise*



Write an
in-depth article



Present at a
specialist conference



Undertake a
short course or
micro-credential



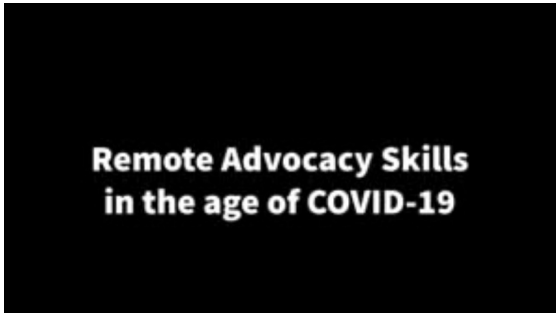
Commit to post-
graduate study



Skill development

STRENGTHEN AND BROADEN YOUR SKILL SET





AUSTRALIAN ADVOCACY INSTITUTE

Upcoming ATC Courses



Appellate Advocacy Workshop

Brisbane | 9 - 10 September 2022

The ABA Appellate Advocacy Workshop is a non-residential two-day workshop that develops your skills as an experienced appellate advocate. The workshop focuses on the skills required to seek leave to appeal, engage effectively with the bench, and craft comprehensive yet concise written submissions. The workshop starts by exploring the essence of appellate advocacy, followed by a detailed examination of each of the elements involved in an appeal.

Register

Read more



Advanced Trial Advocacy Intensive

Sydney | 23 - 27 January 2023

The ABA Advanced Trial Advocacy Intensive is designed for experienced advocates who are interested in further developing their advocacy skills. Particular areas of advocacy can be focused upon. The intensive provides the option of either a criminal or civil brief, both are based upon real cases. These cases are used as the vehicle for performances and are nominated by advocates at the time of registration. The intensive is residential and is conducted over five days. It is designed to suit the individual needs of the participants. The coaches include senior Australian judges as well as senior international and Australian Silks and Juniors as well as professional voice, movement and impact coaches accredited by the ABA ATC.

Read more



Essential Trial Advocacy Course

Next Course: July 2023

To be eligible to participate in the Essential Trial Advocacy Course, registrants must seek approval from the Bar Association in their jurisdiction.

Read more

ADVOCACY TRAINING COUNCIL

REFRESH AND ENHANCE YOUR ADVOCACY SKILLS





Henry



NEW TECHNOLOGY TO SUPPORT YOUR PRACTICE





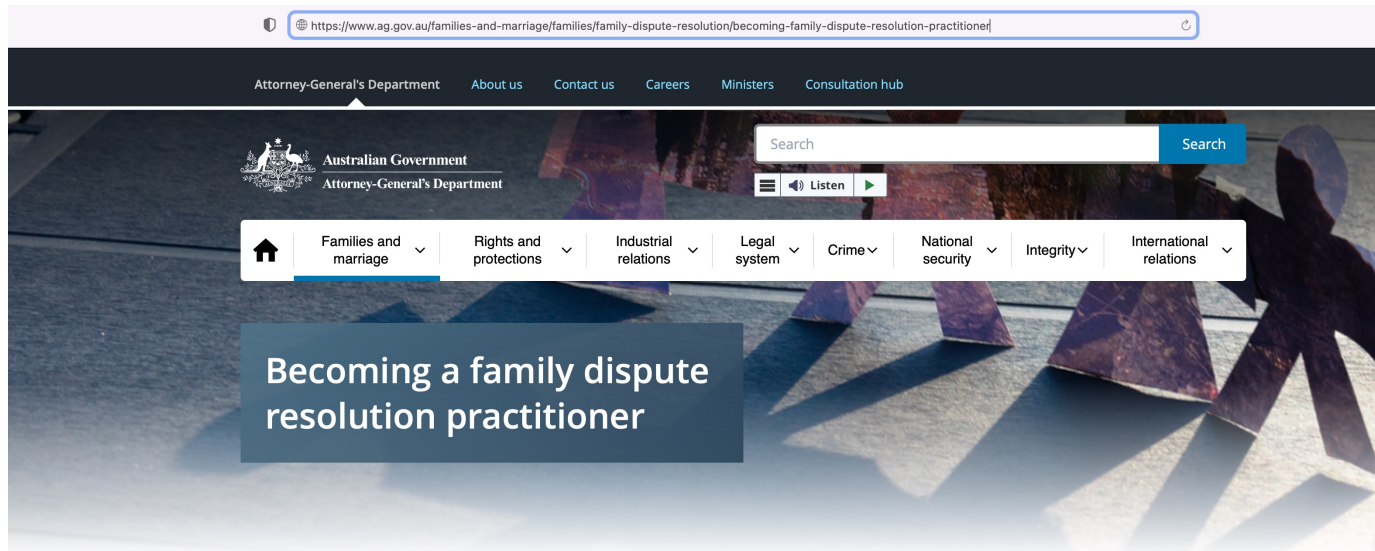
BECOMING A MEDIATOR

Becoming an Accredited Mediator

Becoming accredited under the National Mediator Accreditation System (NMAS)



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Families and marriage

Families

Children and family law

Family law system

De facto property regime

Establishment of an accreditation system for Children's Contact Services

Family dispute resolution

↳ Becoming a family dispute resolution practitioner

[Apply for accreditation](#)

[Contact details](#)

[Legislation](#)

[Related websites](#)

A family dispute resolution (FDR) practitioner is an independent person who helps people affected by separation or divorce to resolve their parenting disputes.

Unless authorised by the Court, to be called an FDR practitioner and operate as such, you must meet the accreditation criteria in the [Family Law \(Family Dispute Resolution Practitioners\) Regulations 2008](#). This includes being assessed as competent in units that involve screening and assessing families for family violence and child abuse.

We manage the accreditation of FDR practitioners in Australia and can provide information about the operation of the [Regulations](#).

BROADEN YOUR SKILL SET

https://www.adelaide.edu.au/pacc/arbitration/

COVID-19 Updates Current Students Staff Alumni Quicklinks

STUDY AT ADELAIDE RESEARCH & INNOVATION ENGAGE ABOUT THE UNI



Professional Certificate in Arbitration

Home / page / arbitration Login

The Professional Certificate in Arbitration is the only University post-graduate program in Australia focusing exclusively on domestic commercial arbitration as a method of dispute resolution, which also offers students a direct pathway to become an accredited arbitrator.

The online learning delivery format offers flexible study options and is open to students across Australia. The content includes highly practical and experiential components, providing students with a solid understanding of arbitration law and practice and its role as a method of dispute resolution within the Australian legal system. This program is jointly offered by the University of Adelaide and Resolution Institute.



About the program




Industry partnerships



How to apply

ciarb.net.au




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Training

Home / Training

- Accelerated Route To Fellowship Course
- Accelerated Route To Membership Course
- Module 3 Award Writing Course
- CIArb Asia Pacific Diploma In International Arbitration
- Introduction to International Arbitration
- Mediation

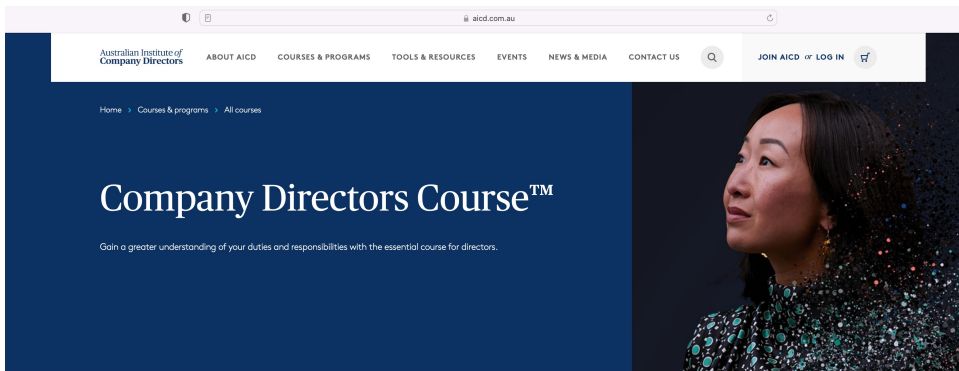


Developing Leaders in Alternative Dispute Resolution

Whether you're new to ADR and want to find out more, or an experienced practitioner looking for career-enhancing training, CIArb has a course and qualification for you.

Our courses offer a progressive educational "ladder" for newcomers to ADR, right through to those with advanced levels of knowledge and skills. These courses enable you to keep abreast of changes in the legal environment, develop your knowledge and skills, meet industry peers and exchange ideas.

BROADEN YOUR SKILL SET



ABOUT THE COURSE

Elevate your director performance.

In a rapidly changing business environment, boards need to be flexible and responsive to meet current needs and prepare organisations to face future challenges.

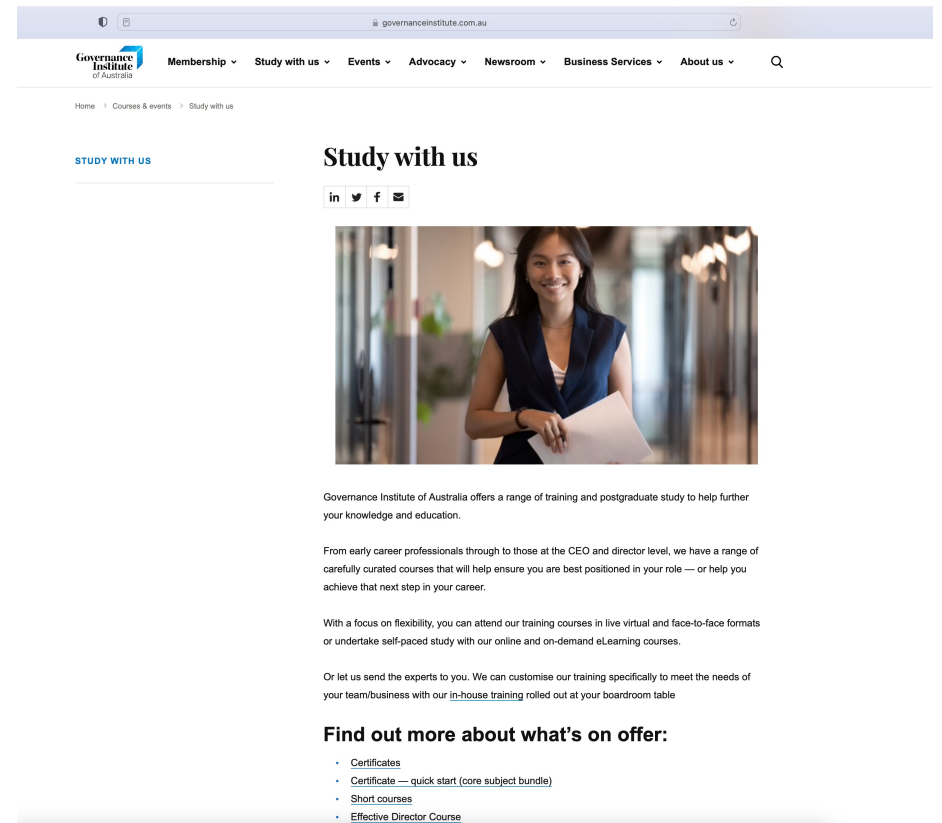
To become a valuable contributor to the board, directors must have the knowledge and skills to effectively perform their role.

The Company Directors Course has been designed to give directors a distinct career edge through a better understanding of their duties and responsibilities. It will also help in developing skills to facilitate sound decision making and imparting best governance practices.

The course is essential learning for directors seeking to establish themselves in their career as a trusted and respected board member.

CHOOSE A FORMAT THAT IS RIGHT FOR YOU

- Intensive - Immerse yourself in leading governance education over our five-day format
- Residential - Get away from the noise of the day-to-day so your learning sticks
- Self-paced - Study governance excellence online in your own time and at your own pace
- Five weeks - Incorporate leading governance insights and networking into your forward plan
- Online - A 10-week program with facilitated learning over five full-day sessions.



BROADEN YOUR SKILL SET

Bringing it together: *get started*

Create your solicitor/client profile. What characteristics are common to the best? Where can you find more?

Review your CV. In which areas can you develop your expertise? Make a plan.

Consider your supporters for new work when quiet. Who is in your *inner circle*? Who else should be?

A successful barrister is well-connected. Decide where, when, & how often you will network.

You are your rainmaker. What's your pitch for your practice? Draft a short, medium, and long, pitch.

Avoid a cashflow crisis. Take control of your personal and practice finances.

Adapted from *7 Habits of Wildly Successful Barristers* (Jurilogical, Nov 2020)

Useful resources

- ❑ [Australian Bar Association Advocacy Training Council Library](#)
- ❑ [FLIP Portal](#) (NSW Law Society's *The Future of Law and Innovation in the Profession*)
(tech tools, cyber & data security, resources)
- ❑ [Jurillogical.com](#) (UK)
(newsletter and online courses for barristers)
- ❑ [www.productivitypivot.com](#) ((USA)
(downloadable worksheets for lawyer marketing & business development)
- ❑ [www.prodonovich.com/our-thinking](#) (Aus)
(business development and business skills for lawyers)

