

An aerial photograph of the Sydney Opera House, showing its iconic white, shell-like roof structure. The building is situated on a peninsula in the Sydney Harbour. In the background, the dense Sydney city skyline is visible, featuring numerous high-rise buildings and skyscrapers. The water of the harbour is a deep blue-green color. The overall scene is captured from a high angle, providing a comprehensive view of the Opera House and its surrounding urban environment.

2011 **lawyers** weekly *Awards*

Welcome to the 2011 Lawyers Weekly Awards.

Via nine key categories, these awards will showcase the best legal individuals and legal teams who can prove a commitment to best practice, leadership, innovation and community participation.

As the publication at the heart of the legal profession, *Lawyers Weekly* has developed this awards program as a platform to truly celebrate the best the legal profession has to offer.

Our panel of judges will analyse the applications of finalists to look for demonstrable examples of outstanding innovation and excellence in leadership, client service, influence, integrity and respect across all facets of the Australian legal profession.

KEY DATES:

Nominations open

Friday 8 April 2011

Nominations close

Friday 17 June 2011

Winners announced

Thursday 4 August 2011

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BENEFITS OF ENTERING

The Awards will celebrate the best individuals and teams in the legal profession across a number of different categories. This is your chance to have your legal work - whether for the purposes of clients, the firm, or the community - recognised and benchmarked across industry peers. All finalists will be featured in the *Lawyers Weekly* hardcopy magazine, while extensive coverage following the event will present profiles on all winners. Each finalist will also receive two complimentary tickets to attend the 2011 Lawyers Weekly Awards cocktail party - held in Sydney on Thursday 4th August 2011 - where the winners will be announced.

HOW TO ENTER

- 1 Complete a nomination registration form with your details and nominee details. This is available online at www.lawawards.com.au
- 2 Specify your category on the front page of the nomination registration form.
- 3 Read through the specific criteria for the category you are entering and base your submission on this criteria. Criteria for each category can be found in this document.
- 4 Supply between 1,000 and 1,500 words per nomination in the space provided on the nomination registration form. Please ensure you stick to the word limit as marks will be deducted if submissions exceed the requested word length.
- 5 Supply up to two attachments with supporting information such as charts and statistics to elaborate upon submissions should they require it. Each attachment must be no more than 1MB.
- 6 Please supply a high resolution jpeg image to publish along with your submission in *Lawyers Weekly* if your submission is successful and becomes a finalist. The image could be a headshot of the nominee, photo of a project worked on or a team shot.
- 7 Email your nomination to lwawards@lexisnexis.com.au before Friday 17 June 2011.

THE JUDGING PROCESS

There are nine award categories in the 2011 Lawyers Weekly Awards recognising the finest individual legal practitioners or teams of practitioners in each category.

The 2011 Lawyers Weekly Awards judging panel comprises a selection of key legal industry participants selected by Lawyers Weekly. These participants will not hold current affiliations to any one legal employer and will be selected based on their long-standing contribution to the legal profession.

Submissions will be assessed against specific criteria. This approach allows for flexibility in recognising innovation or creativity, while specific quantitative evidence linked to business outcomes validates qualitative claims.

Nominations are first reviewed by the Lawyers Weekly editorial team, where candidates will be short-listed as finalists, based on the individual award criteria.

Finalist nominations will then be passed on to the Lawyers Weekly Awards judging panel where nominations will be discussed and winners and highly commended entries in each category decided.



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GENERAL JUDGING CRITERIA

Judges will look for demonstrable examples of outstanding innovation and excellence in leadership, client service, influence, integrity and respect across all facets of the Australian legal profession.

LIFE ACHIEVEMENT AWARD

This year *Lawyers Weekly* will not be taking nominations for this category. The winner of this category will be selected by a panel of industry experts. The winner will be notified and invited to be involved in the awards program prior to any information being published or awards being presented.

The winner will be selected based on the following:

- Their contribution to the Australian legal profession;
- Their accomplishments of note over the course of their career;
- Their lifetime client service, as well as their overall leadership and influence on the Australian legal sector.

YOUNG GUN AWARD

Lawyers Weekly will call for nominations from lawyers of any age, who are in their first five years of practice for the young gun award. Nominees will be asked to outline when they graduated, their work and community experience during study and in their first years of practice, their notable achievements so far, and any experience, skills and initiatives undertaken that set them apart from other young lawyers. References from employers, community leaders, academics etc will assist candidates during the final judging process.

Essential criteria:

- Brief CV; including work and community experience, education, extracurricular activities, any special/unique skills and interests, and notable achievements
- Brief overview of the entrant's view on what they have contributed thus far to the legal profession and the wider community
- At least one reference from an employer, community leader or academic
- One paragraph on the entrant's future ambitions

IN-HOUSE LAWYER OR TEAM AWARD

Lawyers Weekly will call for nominations from lawyers in government departments or corporations, or teams of lawyers within government departments or corporations, for the in-house award. Nominees will be asked to outline their legal and business contribution to their organisation over the last 12 months, and judged on their ability to raise the profile of legal work within their organisation, their contribution to managing risks within their organisation, their contribution to the bottom-line, as well as any significant transactions/deals undertaken during the course of the year.

Essential criteria:

- Outline of legal team (including names) and brief introduction of organisation
- List of legal, business and (if available) community achievements over the last 12 months - including deals and transactions, internal achievements (such as the implementation of a new system/process) and staffing/resourcing challenges that have been overcome
- Details of how the success of the team has contributed to managing risks within their organisations and contributing to the bottom line - all while also maintaining a strong commitment to legal privilege and ethics



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DEALMAKER OF THE YEAR AWARD

Lawyers Weekly will call for nominations from partners/principals for the dealmaker of the year award, recognising the completion of one - or multiple - deals and transactions over the last 12 months. Nominees will be judged on how they handled challenges that emerged in completing the transaction(s) or deal(s), the creativity and excellence needed, and the significance of getting it/them completed.

Criteria

- Brief CV of nominee
- Introduction to deal(s) or transaction(s) completed by the dealmaker- including name, value (if disclosed), key players (including any opposing firms)
- Outline of the deal(s) or transaction(s) in terms of legal complexity, key challenges to completion, any significant hurdles, and how the dealmaker involved more junior staff members in the process. Please note, while multiple deals and transaction can be discussed, this outline should not exceed the word limit.

MANAGING PARTNER OF THE YEAR AWARD

Lawyers Weekly will call for nominations from law firm managing partners and managing director for the category of managing partner of the year. Nominees will be asked to outline their contribution to their firm, significant achievements and accomplishments of note, as well as demonstrable examples of how their leadership has shaped the culture, strategy and growth of their firm.

Criteria:

- Brief CV of entrant; including significant achievements and accomplishments of note during their time with their organisations
- Outline of relevant strategies that have contributed to the growth of the law firm during the last 12 months, and/or overcoming significant challenges
- Demonstrable examples of leadership and innovation in managing staff, and any clear examples of how the managing partner has shaped the culture of the law firm, as well as the wellbeing of staff

PRACTICE MANAGER OF THE YEAR AWARD

Lawyers Weekly will call for nominations from practice managers within law firms. Nominees will be asked to outline their contribution to the management of the firm and their ability to assist in easing the processes and procedures undertaken by lawyers during day-to-day tasks, and any unique programs that they believe set their practice management capabilities apart from other law firms. Nominees will be judged on employee and employer buy-in, practical results and leadership.

Criteria

- Brief CV of entrant; including achievements of note during their time with their current organisation
- Outline of significant contribution(s) the entrant has made to the management of the firm, including demonstrable examples of the solid introduction of new processes and procedures relevant to the management of the law firm. Please include any relevant details on how such actions have assisting a lawyer's day-to-day tasks, and why such programs are particularly unique
- Reference from a key individual within the firm who can outline how their work has been influenced by the entrant.

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TALENT MANAGER OF THE YEAR AWARD

Lawyers Weekly is calling for nominations from human resources and people managers in law firms for the talent manager of the year award. This award recognises achievements around staff retention and recruitment strategies, and acknowledges the work of human resources and people managers in contributing to the satisfaction levels of staff in their firm. Nominees will be judged on specific programs and initiatives to address retention, recruitment and satisfaction.

Criteria

- Brief profile of nominee; including significant achievements and accomplishments of note during their time with their organisation
- An outline of relevant strategies implemented regarding staff retention and recruitment within the nominee's organisation
- Demonstrable examples of specific programs and initiatives that have addressed retention, recruitment and satisfaction within the nominee's organisation

THE COLLEGE OF LAW - LAW STUDENT OF THE YEAR AWARD

Current law students (or a law student who graduated in 2011) are invited to nominate themselves for this award, which recognises the academic, community and legal achievements of undergraduates. Nominees will be judged on their academic achievements, their current work experience, their extra-curricular activities, participation in university and campus life, and any contributions they have made to community and/or not-for-profit organisations.

Criteria

- Brief CV of candidate including work experience (both in profit and not-for-profit organisation), achievements of note, additional campus achievements (and memberships) and extra-curricula interests and activities
- Recent academic transcript (from one of the last three semesters)
- Reference letter - from employer, mentor or lecturer
- Brief outline of nominee's future ambitions following graduation

BOX BREAKER AWARD

Lawyers Weekly will call for nominations from individuals practising law, or managing the practise of law in an innovative way that "thinks outside the square". Nominees would be judged on their innovation, problem solving capabilities and their creative solutions that aid in providing better client service. Box-breaker nominees may refer to one sole initiative of their work that they believe demonstrates the "box-breaking" ideals, or can refer to multiple examples within their day-to-day legal work that they believe proves they practise law "outside the square".

Criteria:

- Brief CV of entrant and brief overview (no more than 250 words) of why entrant believes innovation in the legal industry is necessary
- Introduction to the entrant's key innovation technique(s), and how they assist in better client service delivery, and or better legal business best practice
- Outline of the demonstrated impact of how such innovative legal service delivery techniques have impacted the practise of law, and where such innovative practices might take the industry in the future.

LEGAL LEADERS **SEVERING TIES** Why Joe DeRuvo decided against DLA Piper

THIS WEEK **PACKING FOR PERTH** The two leading firms being west

PRACTICE PROFILE **WAVE OF REFORM** Employment lawyers face up to the Fair Work Act

IN-DEPTH **LEADING DIVERSITY** How law firms can help women on ASX boards

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WHERE TO NEXT?

The world's booming legal markets and why Asia holds the most promise for lawyers heading overseas

NOT CARBON NEUTRAL Lawyers call for a carbon tax

MOVING ON Thomson target partners from DLA Piper

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not UK THE FIRST STOP

folks law

No limits to a legal argument

Two American lawyers have taken up the challenge to sue the Australian government for the loss of their jobs. The case is being heard in the Federal Circuit Court in Sydney.

Riches star to rugby league

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ABOUT LAWYERS WEEKLY

Lawyers Weekly is Australia's leading authoritative source of independent news, analysis and opinion about the business of law in Australia. Published weekly and delivered to the leading lawyers across Australia, *Lawyers Weekly* has rapidly become the bible for legal business across the country.

Lawyers Weekly is the only publication read in-depth each issue by Australia's leading legal practitioners. It provides accurate and informative editorial coverage on those issues affecting the way law firms conduct their business. It includes expert opinion pieces, analysis of the issues impacting on the business of firms, broader geographic coverage of events and issues, regular technology reports as well as regular training & education reports.

Lawyers Weekly not only takes pride in its news-breaking reporting, but also in its active role in shaping and progressing the way legal business is conducted in Australia.

ABOUT LEXISNEXIS MEDIA

LexisNexis Media publishes a leading portfolio of titles including *Lawyers Weekly*, *HR Leader* and *Risk* magazine. LexisNexis Media is focused on making great content as accessible as possible to busy professionals. Through the creation of cutting edge news, insightful analysis, in-depth features and engaging interactive content, LexisNexis Media has cemented its position as the most sought-after source of news and information for the legal, HR and risk management professions.

ABOUT LEXISNEXIS AUSTRALIA

Through the integration of information and technology, LexisNexis unites proven technology, leading brands, and premium research to deliver solutions that help legal professionals deliver quality services. LexisNexis is a division of Reed Elsevier, one of the world's leading publishers that produces HR titles such as *Personnel Today* magazine in the UK and *Human Resources* magazine in Singapore. The organisation has presence in more than 100 countries that spans six continents, and employs over 35,000 individuals.

Past Entrants

- Freehills
- Mallesons Stephen Jacques
- Clayton Utz
- Cadbury
- Perpetual Limited
- St Vincents & Holy Spirit Health
- Baker & McKenzie
- Norton Rose Australia
- Gilbert + Tobin

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