



ADDLESHAW GODDARD



British Computer Society: SFIPlus Workshop Implementing a Professional Development Scheme based on SFIPlus

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Agenda

- Addleshaw Goddard Background
- Addleshaw Goddard & I2K
- Why Introduce SFIPlus?
- Work in Progress



ADDLESHAW GODDARD Background

- Turnover ca. £200 million
- 16th largest law firm in the UK according to fee income.
- 7th in the UK according to the number of FTSE 100 Clients (Chambers UK 2007) .
 - Over 100 clients of a size equivalent to FTSE 350 companies
 - In excess of 160 financial institutions
 - Almost 100 public sector organisations
- Featured in The Sunday Times `100 Best Companies To Work For` 2006, 2007 and 2008 survey.
- Ca. 800 lawyers and trainees.
- Ca. 1500 people in total.



Background - IT at Addleshaw Goddard

■ Full service

- Training
- Help desk
- Projects
- Development
- Procurement
- Operational and Project Engineering

■ Ranked 3rd in Legal Week Survey of IT



Addleshaw Goddard and i2k

- ✓ A '**Best Practice Implementation Process**' balancing learning through education and experience
- ✓ A process that **encourages individuals to take responsibility** for their own learning, continuing professional development and career management
- ✓ A '**Best Practice Skills Development Needs Analysis Methodology**' that effectively understands and aligns: organisation, team and individual needs.



Why introduce “SFIPlus?”

- Structure – improve structured career/development path
- Professional Foundation
- Insight - give staff a say in their own development
- Identify and Invest – skills gaps
- Future - career progression
- Opportunity – diversify career paths



Work in Progress – 1

- July 2007 - Priorities, Objectives and Performance Reviews
 - “we have agreed with the British Computer Society (BCS) to make use of the SFIPlus framework to support the development plans for all IT staff. This will be used in conjunction with the new performance management system, the existing links with I2K and Learning & Development to assist us in mapping our current expertise and charting plans for the future. Please discuss this with your line manager as part of the performance review process. “



Work in Progress – 2

- Formed a project team consisting of IT managers and a project manager to deliver.
- Initial scope for the project.
- Cascaded communication to everyone in IT.
- Mapped ca. half of IT into SFIPlus matrix.
- Learning how to use software.
- Encouraging staff to make use.

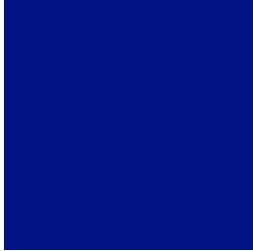


The Future

- Gradually build into Performance Review – a personal experience
- Build link between performance / development and compensation.



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Thank you for your time.

JWT



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Questions?



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