

GRADUATE DIPLOMA IN MANAGING LEGAL ORGANISATIONS

1. Background

The Faculty of Law proposes to introduce a new specialist graduate diploma entitled the Graduate Diploma in Managing Legal Organisations, within the Faculty's established Graduate Law Program.

Legal organisations include law firms, in-house legal departments, courts and barristers' chambers. Management and leadership in these organisations has become a recognised critical success factor in recent years. The legal context, particularly the culture associated with lawyers and the partnership model, pose many special challenges to those with managerial responsibilities in organisations with large numbers of lawyers.

Current management education offerings in The University of Melbourne do not cater specifically for this market. Melbourne Business School and the Faculty of Economics and Commerce and their counterparts in other universities offer generic management education. Anecdotal evidence suggests that these offerings are not attractive to the target market because of lack of specificity and format. In fact the Faculty of Law receives requests for legal management subjects to be offered in the Graduate Law Program.

Other than a limited post-admission one week course provided by the Law Society of New South Wales and a LLM (Management) in UNSW, there is no specific legal leadership and management education or training in Australia for those with or aspiring to managerial roles. Analysis of available information suggests that no course directly meets the existing need in Australia.

The target market is those with or aspiring to managerial responsibilities in law firms, in-house legal departments, courts and barristers' chambers. There are several types of prospect. Firstly, there are those with general or functional management roles such as office, administration, human resource, IT and marketing managers. Some of these will be lawyers, but many will not be. Second, there are practice group and legal team leaders, all of whom will be lawyers. In addition, a third segment in both categories will be those seeking such positions. Fourth, it is also likely that some law firms will use such a course as a general education for many of their partners and brink partners. This is especially true of medium and small firms who cannot mount in-house programs of their own.

Initial analysis of the market size suggests there are at least 1600 managers in the first and second categories, who may enrol in this course (see attachment). It is estimated that 30% of these will already have qualifications in management. The served market is thus about 1100, with at least 300 in Victoria. This is a conservative estimate. A reasonable estimate of annual demand is 30 per year from Victoria.

2. Entry Requirements

1. The Selection Committee will evaluate the applicant's ability to pursue successfully the course using the following additional criteria-
 - *an undergraduate degree in law, or equivalent, and at least three years documented, relevant professional experience,*
 - or
 - *an undergraduate degree in a relevant discipline and at least five years documented, relevant professional experience.*
2. The Selection Committee may call for interviews, referee reports and employer references to elucidate any of the matters referred to above.

3. Course Structure

The Graduate Diploma in Managing Legal Organisations is a four subject, 50 point program. Students are required to undertake the following four compulsory subjects (new subject proposals attached):

- Strategic Management in Legal Services;
- Managing People in Legal Services;
- Managing Resources and Processes;
- Managing Clients.

These subjects will also be available as electives for students undertaking other courses within the Graduate Law Program.

4. EFTSU and Budgetary Consequences

EFTSU will be within the approved targets for the Graduate Law Program.