

# **Michelle Joan Beatson**

15 Reitz Street  
Bela Bela

Work Tel: (014) 736 2216  
Mobile: 082 828 9770

E.Mail:  
[lanserwill@mweb.co.za](mailto:lanserwill@mweb.co.za)

## **Work experience**

### **Candidate Attorney at Stegmanns**

- Gained experience in High Court, Magistrates Court, Criminal Court work, registration of companies and close corporations, deeds office work, estates, collections, taxing of bills of cost and Labour law including appearances in Industrial Court.
- Successfully completed a para legal programme in English Law in London.
- Edumen consulting and training self management programme successfully completed.

### **Professional Assistant at Stegmanns**

- Gained experience in Conveyancing work including sectional title matters, transfers, Nedbank Bonds and estates.
- Secretary for Lawyers for Human Rights, Pretoria.
- Requested by the LSSA to attend firm consultations at the Law Society School for Legal Practice on behalf of members of the profession.
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### **Legal Officer and Monitoring Unit Inspector**

- Acted as a pro forma prosecutor in disciplinary hearings against members of the profession. Attended to complaints by the public against members of the profession.
- Inspected attorneys books of accounts with the specific view of determining any irregularities in terms of the rules of The Law Society of the Transvaal (now the Law Society of the Northern Provinces) and the Attorneys Act 53 of 1979.

### **Director of the School for Legal Practice Johannesburg**

- Generated standards for legal education and training on behalf of the Law Society of South Africa to be registered at the South African Qualifications Authority
- Advised the SASSETA regarding accreditation of Legal Training Programmes in terms of the skills development act.
- Managed and controlled a yearly budget for the School for Legal Practice Johannesburg.
- Managed and controlled a loan payment system for tuition fees and living expenses for indigent learners
- Controlled sponsorship monies received from PPS and firms of attorneys for the management of client counselling competitions for law graduates.
- Ethical/Professional Management in terms of an approved constitution and by arranging ongoing objective assessment of legal candidates for purposes of being accredited for the legal education and development programmes.
- Writing and editing of articles for Legal Publications including De Rebus.
- Coaching learners for client counselling programmes.
- Mentoring learners.
- Assessing learners in terms of approved learning outcomes developed for legal training.
- Identifying revenue generating opportunities for Schools for Legal Practice and Legal Training.
- Making decisions relating to strategic and operational requirements for the School for Legal Practice in Johannesburg on behalf of the Law Society of South Africa.
- Promoting and Marketing Training Educational Initiatives of the School for Legal Practice and the Law Society to attorneys firms and universities through national information workshops.
- Facilitating training in Magistrates Court practice, professional ethics and leadership on Law Society training programmes.

## Training Manager Webber Wentzel Bowens

- Skills development manager for all professional and support staff.
- Plan and co-ordinate skills development interventions and develop skills development strategies for the entire staff complement in order to promote a learning culture within the organisation.
- Plan design and implement legal training towards qualification as an Attorney, Conveyancer, Notary.
- Implement and manage learnerships for candidate attorneys.
- Plan, organise and implement training workshops for legal practitioners to augment their exposure to specialised areas of law.
- Establish and manage an in-house school for legal education and development including planning and organising course structures, material, presenters, facilitators, schedules, attendance registers, supervision of course participants and maintaining liaison with instructors.
- Performing the duties of skills development facilitator by formulating an annual training report and work place skills plan and advising WWB regarding its implementation while facilitating statutory consultative procedures with staff and ensuring timeous submission of reports to the SASSETA.
- Responsibility for provision of financial resources to support training needs.
- Managing the mentorship / coaching programmes of the firm by ensuring full understanding of the roles of mentors and coaches and advising on allocations of professional mentors for all incumbents.
- Advising the firm on achieving transformation targets. Counselling, advising, and mentoring young professionals and identifying needs outside of core work place skills to address life skills needs through agreed training interventions.
- Being instrumental in building confidence and aiding assimilation of all professionals into the organisation through structured induction, orientation and vacation training programmes.

## Executive Coaching through the International Coaching Federation

- Successfully completed Fundamentals, Fulfilment, Balance and Process Coaching Programmes with ICF.
- Career and growth coaching for professionals in the development of personal improvement plans.
- Manage, Control and verify a panel of executive coaches for partners to draw from as executive/life balance coaches.
- Specialising in Behavioural assessments and their impact on effectiveness in business

## Partner at Lanser & Williams

- Gaining experience as Conveyancer in the Conveyancing Department
- Dealing with Commercial transactions, divorces and Wills and Estates
- Acting as Skills Development Facilitator and trainer for Norton Rose
- Acting as a life balance coach for senior professionals at Bowman Gilfillan and Norton Rose
- Acting as council member for the Law Society of the Northern Provinces
- Serving on the Board of control of SASSETA ( Safety and Security Sectoral education and Training Authority )
- Council member of the Limpopo Law Council
- Qualifying as accredited Strengthscope user ( behavioural assessments) for professionals in the legal /business environment

## **Work History**

January 1991 – February 1993, Candidate Attorney, Stegmanns Attorneys, Pretoria, Gauteng

February 1993 – January 1994, Professional Assistant, Stegmanns Attorneys, Pretoria, Gauteng

February 1995 – December 1995, Legal Officer and Monitoring Unit Inspector - Law Society of the Transvaal (now the Law Society of the Northern Provinces), Pretoria, Gauteng

December 1995 – February 2005, Director of the School for Legal Practice Johannesburg, Law Society of South Africa, Johannesburg, Gauteng

February 2005 –Feb 2008, Training Manager, Webber Wentzel Bowers, Johannesburg, Gauteng

March 2008- to date , Partner, Lanser & Williams ,Bela Bela Limpopo Province and Skills Development Facilitator ,Trainer and Life Coach for professionals at Norton Rose ,Bowman Gifillan and Edward Nathan Sonnenbergs, Johannesburg ,Gauteng as well as the Law Society of South Africa.

## **Education**

1986-1990, University of Pretoria, Pretoria, Gauteng

- BLC (Cum Laude)
- LLB
- **DISTINCTIONS**
- Civil Procedure
- Criminal Procedure
- Administrative Law
- Tribal Law
- Thesis in Intellectual Property Law
- **LEADERSHIP ROLES**
- Member of the hostel house committee for internal and external social affairs
- Nominated by the hostel to stand for the student representative council
- Member of the hostel charity committee

9<sup>th</sup> February 1993, Admitted as an Attorney

10<sup>th</sup> August 1993, Admitted as a Conveyancer

February 2005, Skills development facilitator

February 2005, SASSETA assessor and moderator

September 2008, Executive and Life Coach with the International Coaching Federation.

June 2013, Strengthscope accredited user

## **References**

References are available on request from the following:

Mr Nic Swart  
Director of Legal Education and Development  
Law Society of South Africa  
P.O Box 27167  
Sunnyside  
0132  
Tel: (012) 341 3091  
Mobile: 083 389 5009

Mr Willem Spangenberg  
Director of Bloemfontein School for Legal Practice  
Schoeman Maree Attorneys  
190 Voortrekker Street  
Bloemfontein  
9301  
Tel: (051) 447 8648  
Mobile: 082 414 5358

Mr Chris Giliomee  
Director at Webber Wentzel  
10 Fricker Road  
Illovo Boulevard  
Illovo  
Tel: (011) 530 5324  
Mobile: 084 122 398