

Retha Beerman

Practice Head, Director



Retha Beerman is the Practice Head and Director of our Knowledge Management practice. The guiding purpose of this department is to enable the whole Cliffe Dekker Hofmeyr society to deliver continuous improvements in the quality of professional services provided to their clients, at competitive prices, as well as to develop ways in which the firm may offer "more-for-less" to its clients. The KM department does so by steering the life-cycle of information into and through the firm: we guide the sourcing, capturing, curating, distribution, teaching and effective use of knowledge in the firm. This includes astute use of technological advances in the field of law, proven to improve quality, efficiency, and the overall client experience.

Prior to taking on a Knowledge Management role, Retha practiced as an Employment Director, having also dabbled in academic life at times during her career.

About Retha

Retha was a Director at Fluxman Rabinowitz Raphaely Weiner before joining Hofmeyr Herbstein and Gihwala (now Cliffe Dekker Hofmeyr) as a Director in 2002. Except for a three year period of absence (2005 to 2008) when she practiced for her own account, Retha remained in our Employment practice until she moved to the Knowledge Management department in 2011.

Credentials

Education

- BLC, University of Pretoria
- LLB, University of South Africa (UNISA)
- LLM, University of Michigan (USA)
- Year of admission as an attorney: 1999
- Enrolled with the Legal Practice Council

Experience

- Leading the development and overseeing the implementation of a comprehensive knowledge management, information and training strategy.
- Directing law firm quality control initiatives.

Contact Retha

+27 (0)11 562 1185 / +44 7771 190 550

retha.beerman@cdhlegal.com

[Retha on LinkedIn](#)

Expertise

Knowledge Management

Location

Johannesburg

Language

English

Afrikaans

- Developing and maintaining knowledge management tools and processes, and driving innovation and systems improvement by investigating, piloting, and implementing software, models, processes and tools that are non-traditional approaches to the provision of legal services, designed to improve quality and efficiency, such as automated document generation systems and corporate memory collections.
- Identifying and executing strategies for closing knowledge gaps within existing systems.
- Developing systems and steering collaboration to collect and curate relevant knowledge, and translate this information into usable formats.
- Auditing and management of compliance issues.
- Lecturing, formally and informally in the fields of contract and employment law.
- Advising clients that are predominantly leading South African and international corporates, both listed and unlisted.
- Dealing with all aspects of the employment relationship, including strategic planning, dealing with policy creation and implementation, advising on collective issues such as restructurings and retrenchments, advising on individual employment law, staff training, drafting of agreements, management of litigious processes (both internal and external) and the conduct of individual and collective negotiations.
- Involved in various forms of civil litigation for substantial clients over the years, such as the VAT dispute between Metcash Trading and SARS during the late 90's and early 2000's.
- Regularly represented clients in the Labour Court and before the CCMA.

News

[Fictional citations, real consequences: A cautionary tale for the modern lawyer](#)

Artificial intelligence (AI) is transforming almost every aspect of modern life, including legal research. Yet a recent judgment from the Pietermaritzburg High Court again showed just how perilous blind reliance on AI can be. By citing non-existent case authorities – likely generated by AI – an attorney's firm landed in hot water, racking up costs and facing a referral to the Legal Practice Council. This episode is both a grave warning and an urgent summons for the legal profession to employ stringent safeguards against professional negligence in the age of AI.

[Employment Alert](#)

Podcasts

[Empowering women in legal support roles: Episode 3](#)

In this episode these inspirational women speak on fostering mentorship and advocacy and share their proudest moment, career highlights as well as balancing work and life.

[Empowering women in legal support roles: Episode 2](#)

In this episode we hear from our guests as they share their unique experiences and perspectives on navigating the legal realm, embracing innovation and disruptions in the legal industry.

[Empowering women in legal support roles: Episode 1](#)

Join CDH Conversations for a three-part series on "Empowering women in legal support roles".

[All news by Retha Beerman →](#)