



## Retha Beerman

### Director, Knowledge Management





Retha Beerman is a Director, heading up our Knowledge Management (KM) department. 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.

#### Practice areas

Knowledge Management

#### Contact Details

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#### Career

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.

#### Experience

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



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- 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.

## 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

## Languages

English,Afrikaans



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