

Upcoming Events

• **Uganda Law Society Annual General Meeting. 2nd May 2009.**

- Annual general meeting of the Uganda Law Society to be held at the Imperial Botanical Beach Hotel in Entebbe. Will involve election of new office bearers for the Uganda Law Society executive Council. Update your subscription status to participate in the electoral process.



UGANDA LAW SOCIETY FEBRUARY 2009

Professional Development

On March 26, ULS will hold a CLE workshop on "Fundamentals of International Legal Business Practice" at Kabira Country Club.

Entrance fee is only 100,000/= and it will contribute 7 CLE hours.

Highlights.

1. 11th Annual Judges conference at Imperial Resort Beach Hotel, Entebbe.
2. CLE training for Lawyers on enforcement of court judgements
3. Stake holders workshop on the draft national Land Policy.

**FOREWORD FROM THE PRESIDENT**

Our esteemed Members,
As my term comes to an end, I wish to thank you for honouring me with the privilege to serve you as the President of Uganda Law Society and invite you to attend this year's annual general meeting slated for 1st and 2nd May 2009 at Imperial Botanical Beach Hotel Entebbe. The theme of the Pre-AGM conference will be Media Rights and Freedoms in Uganda together with a half CLE training on Equipping lawyers with Entrepreneurship Skills.

Important to note is the 11th Annual Judges Conference which was held from the

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12th - 15th January at the Imperial Resort Beach Hotel in Entebbe. The theme of this year's conference was 'Access to Justice and the Rule of Law'. I was able to attend this conference.

On Friday 16th January, the Chief Justice of Uganda hosted a function at the High Court building to mark the opening of the Law Year 2009. I was honoured to represent the Society at this gathering and had an opportunity to share my thoughts in a speech. The occasion was well attended by members of the Judiciary, legal profession and other esteemed guests.

Notices

The Uganda Law Society members' directory is in the final phase of production. All lawyers who made an effort to have their names and details forwarded to the society are greatly appreciated. The society asks that in the event of change of firm or any other change in your details you contact us so that the change can be reflected in our records as well. To have your records updated send an email with your new details to

Admin@uls.or.ug



I have also been involved in discussions with the Canadian Consulate on possible support for the Resource Centre. I had the opportunity to meet with Ms. Kathy Bunka a Counsellor and requested for fifteen computers, we have so far been informed that two computers will be purchased for the resource centre to facilitate on-line training for our members. On a rather unfortunate note, the Society has had to request for the

investigation into the appointment of the Honourable Anup Singh Choudry as a High Court Judge. We received information that in 2000, Mr. Singh was struck off the roll of solicitors in the United Kingdom. To this end, it is the view of the Uganda Law Society that Honourable Singh is not a fit and proper person to hold the office of a High Court Judge in Uganda and

and there is need for him to be removed from that office.

“AGM to be held from the 1st to the 2nd of May 2009”

Have you renewed your ULS subscription?

Contact the Law Society to find out how to renew your Subscription and to add your name to our mailing list for updates on all our activities.

Society's Activities Update

Policy and Advocacy Department /Professional Development

The Department organized and conducted CLE training for lawyers supported by JLOS titled '*Enforcement of Court Judgements*'. The training was carried out on the 5th of February 2009 at the Grand Imperial Hotel and was attended by sixty two lawyers. Members of the Society were informed that a grace period that extends till March will be offered so that they can attain the minimum points to renew their practicing certificates for 2008.

Forthcoming trainings include training on mental health and the law in Uganda and '*Fundamentals of International Legal Business Practice*' to be held 19th and 26th March 2009 respectively.

Uganda Law Society Annual General Meeting

Planning is in progress for the AGM to be held from the 1st to the 2nd of May 2009 at the Imperial Botanical Beach Hotel in Entebbe. The theme for this year's AGM is '*Media Rights and Freedom*'. A half-day workshop facilitated by eminent professionals in the field has been organized as part of this event.

In lieu of the current economic slow-down, the Society felt the need to include a training to enhance lawyers' skills to position themselves as successful business managers. To this end, half-day training on entrepreneurship skills will also be availed to the members as part of the AGM.



EYE ON IT
Logging onto your ULS mail account.

We've received a number of queries relating to the process of logging onto the ULS mail system. To log on type into your browser, mail.uls.or.ug and in the following screen type your user name and password as given to you by the Administrator. For the upcountry lawyers use the slow connection option since upcountry internet connections tend to be slow.

Don't forget to check up on our activities at our website www.uls.or.ug.

Notices

Please note that only fully paid up members of the Uganda Law Society will be allowed to vote at the forthcoming Annual General meeting of the Uganda Law Society when electing new office bearers for the Uganda Law Society Executive Council.

You are also advised to take advantage of the grace period extended to you by the law society within which to have acquired the requisite number of CLE points in order to renew your practicing certificates. Please note that this grace period ends with the month of March and act accordingly.



The Continuing Legal Education Team at one of the CLE trainings.
L-R Grace Babihuga, Eunice Musiime and Judith Damba.

Policy and Advocacy

The Department has begun preparations for a stakeholders' forum to dialogue on strategies of combating corruption in Uganda.

Subsequent to the regional consultative meetings with lawyers on the Draft National Land Policy, the Society presented the findings to a stakeholders' workshop at Kabira Country Club. The workshop was well attended and the Minister of State for Lands, Hon. Werikhe who officiated at the workshop promised to consider the lawyer's submissions.

B. Legal Aid and Pro-Bono Services

The Supreme Court unanimously allowed the ULS Cross Appeal and dismissed the Attorney General's Appeal in SCCA1 of 2006, with costs to ULS. The case re-emphasized the focal role of the Society in developing legal jurisprudence on constitutionalism and rule of law in Uganda.

The Department has set off with the ULS Probono Programme. The programme is being overseen by one of our in-house lawyers under supervision of the Head of Department. Ms. Amooti has already begun identifying lawyers in Gulu, Kampala and Jinja who are willing to participate in the programme. Selection of the cases that will be handled under the 12 months initiative is underway.

C. Finance and Administration Department

The number of paid up members is currently at 614 hence we encourage members to pay up to ensure the smooth running of the Society.

The Department has been undergoing audit and the draft accounts are ready for comments.

II COMMENTARY

Strategic Business Planning Part II

It is the beginning of the year and this is the best time to make new resolutions, drop bad habits and try adopting new styles, options and traits. So far we have covered the following areas on our subject of the Traffic Rules for private legal practice:-

1. Time Management.
2. Professional Ethics.
3. What a client really expects from an Advocate.
4. Focusing.
5. Branding.
6. Strategic Planning in Private Legal Practice Part I

Remember:

Strategy is game plan, way forward, methodology, approach, style, plan of action, tactic.

Strategic Management is the process of identifying where you are going, envisioning the most desirable future and setting targets. Strategic Planning is done at the corporate level, business unit level, and functional level.

Strategic business planning refers to identifying the vision of your practice, developing its mission, identifying and agreement on its values, identifying the objectives of the practice, budgeting for the practice, formulating the work plan and methods of the practice and setting systems for monitoring and evaluation in your practice.

This topic of Business Strategic Planning is very wide but we'll take it to the actual context of a Practicing Advocate in Uganda. These are the questions you should pose and ask yourself as you ponder your plan, targets, goals and objectives for 2009.

1. Do you as a firm or Advocate or Lawyer at least have a strategic plan for 2009?
2. Have you done a stakeholders' analysis for the firm. This refers to checking what are your input factors, output factors and beneficiaries i.e. all those affected by your practice actions.
3. Do you have a vision i.e. the long-term view of what your practice, firm or you as a person wants to become or achieve.

4. Do you have a Mission Statement: i.e. a specification of activities the practice intends to pursue in order to achieve the firm/individuals strategic objectives?
5. What is the mission of your practice i.e. what business is it pitching.
6. What are your core values? This refers to those timeless guiding principles that require no external justifications or what the individuals in the firm or the person of an advocate or lawyer consider most important. E.g. Integrity.
7. Are you willing to do a SWOT ANALYSIS OF your firm or yourself as a practitioner? This refers to the process of auditing the firms or individuals strengths, weaknesses, opportunities and threats.
8. What is your strategy implementation plan for 2009 as a practice? This refers to conversion of documented plans into reality.
9. Are you ready to make that paradigm change to put you in the direction of achieving those goals, values, objectives and vision?
10. Have you taken time to understand the Marketing Environment you are operating in as a firm, Practitioner or Advocate?
11. Do you have written goals and targets which will influence your daily activities and actions?
12. Do you have a work plan? This refers to the beginning and ending of planned and targeted goals or activities. It refers to what has to be done when, by who with what resources and the beginning and ending time.

The above stated is the academic background. Let us refer to our actual legal practice experiences.

- a. Have you listed your goals for 2009 on paper?
- b. Have you noted all your forthcoming hearings for cases, meetings, scheduled monthly appointments, deadlines in your diary or computer and set a system of reminders?
- c. Have you updated your file on fees, dates, actions, reports, action items and deadlines or reminders?
- d. Have you scheduled meetings to review files with your colleagues in your Chambers and the clients?
- e. Have you rendered update reports to the clients on all their matters and intended action items and advised on cost effect?
- f. Have you billed for completed work on the respective files?
- g. Have you set out time to upgrade i.e. CLE, reading legal journals, and updating yourself on new legislation and judgments of the Courts?
- h. Have you reviewed your income for 2006, 2007 and 2008 and compared it to expenditure 2006, 2007 and 2008 to see the trend, progress and areas which require addressing?

- i. Have you upgraded yourself qualitatively and quantitatively during 2008 and what plans on this aspect do you have for 2009?
- j. Have you set a target to read relevant books to upgrade and improve what you consider as your core competence e.g. Energy Law?
- k. Have you come up with your 2009 budget as a firm or Advocate in your private life?
- l. Have you planned a travel or trip to improve your knowledge about Uganda or the World e.g. EALS conference?
- m. Have you made a provision to contribute to a charity in your budget e.g. Sanyu Babies Home?
- n. Have you looked at you professional conduct and seriously considered shedding off that behavior which makes you unprofessional and discourteous to your colleagues, officers of Court etc.?

I only hope this article tickles you to adopt, apply and implement a few of these strategies to improve you, your practice and the profession. Following are

Interesting quotes on strategy and strategic planning:

- Be judged by the success of your long range plans NOT your daily crisis management.
- Classic strategic planning is all about showing the willingness to pay a short term price for the sort of long term gains that go down in the history books.
- An organization without a plan is like a Ship without a Rudder or Compass.
- Great solutions start with great ideas.
- Wish you a prosperous 2009.

JAMES MUKASA SEBUGENYI

The writer is an Advocate practicing Law with Sebalu & Lule Advocates.