

About Dentons Kensington Swan

Dentons Kensington Swan is one of New Zealand's leading commercial law firms with offices in Auckland and Wellington. Our teams collaborate to provide complete legal solutions that are tailored to each client. We are committed to providing a responsive, professional and service-centred approach.

Whether you're launching a new product, expanding your organisation or entering a new market, we work collaboratively with you to achieve the outcome that's right for your business.

Governance

We want you to have an unbeatable experience when you work with us. Our Board is made up of five elected partners, who have a remit to deliver on that strategy.

David Campbell

| Chairman and Partner

Catriona Grover

| Partner

Paul Buetow

| Partner

Hayden Wilson

| Partner

Hayley Miller

| Partner

The board is supported by our management team: Charles Spillane, Chief Executive;

Matthew Ockleston

, Auckland Managing Partner;

Charlotte Henley

, Wellington Managing Partner, Megan Bates, Chief Financial Officer; Ben Paul, Business Development and Marketing Director; Nigel Stevenson, Chief Information Officer; and Emma Gibbins, People Director.

Values

You want to know what drives the people who help support your business. We have four values which define how we work with you, and with each other. We hold ourselves to these guiding principles.

Collaboration

Working together to achieve the best outcomes for you

Confidence

Showing confidence in ourselves and in each other, to help you succeed

Commitment

Doing what we say we'll do, including whatever it takes to get the job done

Excellence

Consistently demonstrating quality in our advice and our service

Corporate responsibility

Pro bono programme

We contribute to our community by providing pro bono legal advice where it's needed the most.

Our structured pro bono programme supports community initiatives and individuals under five categories: Cultural, Disadvantaged, Environmental, New Zealand Innovation, and Social & Community.

We work with many individuals and organisations, large and small. Some of our significant and ongoing relationships include:

Arts Foundation

Auckland Theatre Company

Kiwi Trust

Women's Refuge

Diversity and Inclusion

For us, diversity is about inclusion, respect, and showing a commitment to all our people. We celebrate and value that everyone is different, and we are proud of this.

We have a history of strong female participation and 39% of our partners are women (as at January 2020). This has enabled us to broaden our understanding of what high-performing employees look like, reflecting positively for our people, and our clients, who benefit enormously from a broader skill-set.

We are committed to creating a culture that is supportive, inclusive, and celebrates diversity.

- Unconscious bias training
- Flexible working arrangements

- Internal and external presentations by a range of speakers on gender and diversity topics
- Tuia Te Muka Tangata, our te reo and tikanga Maori strategy, promotes and encourages a diverse and multi-talented workplace. In recognition of our work towards the strategy, the Firm was a finalist in the Te Wiki o te Reo Māori category of Ngā Tohu Reo Māori 2017
- A range of activities and events to celebrate Te Wiki o te Reo Māori and Asian Culture Awareness month
- To encourage and facilitate the use of te reo Māori, lessons are offered to all employees.
- Diversity survey, which aims to address areas that we are doing well in, and areas that have room for improvement
- Signatories to the NZLS Gender Equality Charter and adopters of the Gender Equitable Engagement and Instruction policy.

We are committed to gender diversity and this is reflected in our promotion statistics:

- 80% of our associate promotions in 2019 were women
- 100% of our senior associate promotions in 2019 were women
- 67% of our promotions to special counsel in 2019 were women
- 67% of our partner promotions/ appointments in 2019 were women

Gender neutral working parents' policy including:

- 18 weeks paid parental leave for the primary care-give
- Flexibility in the timing of parental leave payments
- Three weeks of time-off for the secondary care-giver with flexibility over two years on the timing of this leave
- Flexible return to work hours and flexible transition to parental leave
- Mentoring
- Annual leave accrued at full-value

Connections

Working with thought leaders and respected business people helps us to advise you better. Our interactions with industry associations that are working to shape the future allow us to tap into latest developments and innovative thinking. We want you to benefit from these connections through introductions and our thought leading seminar programme.

We also support or sponsor organisations that allow us to contribute to the community, our clients, or the legal profession. These include:

Auckland Theatre Company

Auckland Rugby

Civil Contractors New Zealand

ILANZ (In-house Lawyers Association New Zealand)

RITANZ

Industry recognition

Each year, international legal directories conduct independent research about the New Zealand legal market and the top firms. Although it's not our reason for coming to work, it is nice to be consistently recognised. Here's how the 2020 directories ranked us.

Chambers & Partners

Legal 500

IFLR 1000

Events

Contact Us

News

Recognition