

# What We Know

## NEWS

### ABOUT THE AUTHOR



Theresa is Human Resources Director at Smith Debnam. In her role, she works with firm management in workforce planning and development, employee relations, benefits, compensation, training, policies and procedures, and general compliance. Theresa has over fifteen years of HR management experience and is certified as a Senior Professional in Human Resources (SPHR) by the Society for Human Resources Management. She serves as the Certification Director on the Raleigh-Wake Human Resources Association (RWHRMA) Board and remains engaged in a variety of professional initiatives focused on emerging human resource issues.

## Smith Debnam Employee Development Program Recognized by CAI's Workplace Insights

January 11, 2018 | by

**Raleigh, N.C. (Jan. 11, 2018)** – Smith Debnam headlined [Capital Associated Industries'](#) January 2018 issue of *Workplace Insights Magazine* for launching an innovative training program designed to provide employees with meaningful growth opportunities and skill development. The [article](#) praises Human Resources Director [Theresa Lough](#) and Chief Compliance Officer Jennifer Quillen as the key actors in developing the program, acclaimed as a “perfectly designed” model for small-to-medium-sized businesses seeking to provide their employees with enrichment opportunities.

The program, called the *Subject Matter Expert (SME) Program* and launched on November 13 of last year, is deemed “a revolutionary skill enrichment program” by the magazine. It offers qualified staff members within the firm’s Consumer Collections practice the opportunity to participate in a six-month program in which they develop various new Compliance skills and eventually take on related responsibilities. The training employees receive, coupled with the chance to put their new skills into practice, “[fosters] a level of professional development that can be transforming in terms of career development.”

Smith Debnam employees who wish to participate must apply for admission into the program and have the option of rotating into another compliance responsibility at the end of the six months or discontinuing the program altogether.

### About Capital Associated Industries

CAI is a non-profit membership organization whose mission is to help companies build engaged, well-managed, and low-risk workplaces through offering training and consulting services in the areas of Human Resources, Compliance, and People Development.

### About Smith Debnam

Founded in 1972, Smith Debnam is a leading, multi-practice law firm for institutions and

private individuals who value a responsible and caring approach from an accomplished team of experienced legal professionals. Representing clients in Banking, Financial Services, Equipment Leasing, Construction, Mortgage Servicing, Manufacturing, and Professional Services industries, the firm has extensive experience in state and federal courts across a diverse list of practice areas, including Corporate and Business Law, Business Litigation, Commercial Bankruptcy and Reorganization, Foreclosures, Creditor Representation, Collections, Commercial & Residential Real Estate, Construction Law, Employment Law, Equipment Leasing & Finance, Family Law, Elder Law & Advocacy Services, Estate Planning & Administration, and Probate Litigation.

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