

Transforming the Legal Department

Economic uncertainty is requiring general counsels to reimagine the future of their departments.

Patty Wise, Executive Director at Legility

Transforming the legal department

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Economic Uncertainty is Requiring General Counsels to Reimagine the Future of their Departments.

It may have taken a pandemic to get certain industries and governments to rethink “business as usual.” However, even before coronavirus sent shock waves through the global economy, the legal profession was proceeding with caution.

A 2019 survey delivered prescient findings: 76% of chief legal officers said they’re expecting a U.S. recession within the next two years. In preparation, law departments have been careful — only 40% increased their total 2019 budgets, while 38% decreased overall spending.

Just one year earlier, 53% of departments increased total budgets and 29% made cuts. Spending on outside counsel and hiring of in-house lawyers both decreased from 2018 to 2019 as well.

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Add to this what we know so far about the landscape for 2020 and beyond, and at least one thing is clear: Legal departments everywhere must continue adapting to changing times.

Stay nimble — and on budget

Flexible legal talent allows corporate counsel to deploy the resources they need without overcommitting or jeopardizing budgets.

“What used to be viewed as a nontraditional method of sourcing legal talent is now being seen for what it is — a conservative approach to doing business,” says Patty Wise, Executive Director of Legility.

With flexible talent, legal departments can ramp up and down quickly, accommodating any timeframe for both tactical and strategic assignments. And the cost savings are significant: On average, a flexible lawyer’s hourly rate is about one-third that of the equivalent lawyer at a law firm — with savings only increasing as a lawyer’s experience level goes up.

“Our flexible legal talent works with us on significant matters involving complex issues, different business units, and a lot of documents,” says one Senior Litigation Counsel at a Fortune 100 healthcare organization. “The work is excellent.”

Flex talent is a win-win for attorneys

The benefits of flexible talent show up not only in bottom lines and productivity scores but also in workplace satisfaction levels.

Flexible attorneys are less likely to experience burnout because they have more autonomy over their schedules and the opportunity to rotate through diverse assignments. In-house lawyers benefit as well — when general counsel engages flex talent, it prevents the team from becoming overburdened with tedious work.



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Take contracts as an example. Many large organizations have different divisions all handling contracts separately. It can create a lot of redundant, unfulfilling work for these organizations' legal departments. Flexible talent provides a pathway for consolidating contracts processes so that in-house lawyers have bandwidth for more strategic assignments.

“Having access to flexible legal talent has allowed us to quickly tap resources to augment our attorneys and provide seamless customer service,” says one Director of Legal Operations for a large organization.



The Power of Flexible Legal Talent

Savings

Corporate legal departments save 50% or more as compared to traditional models.

Efficiency

Target specific legal needs for any time frame for both tactical and strategic assignments.

Flexibility

Ramp up and down quickly with a model designed to accommodate quick starts and stops.

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Director of Legal Operations
Large organization

Expertise you can count on

Flexible legal talent gives you access to attorneys who specialize in areas that may be new or underrepresented on your team.

Domain expertise

01 Litigation

- Business, class action, and mass tort
- Complex commercial litigation
- Commercial Bankruptcy
- E-discovery
- Pre-litigation service

03 Corporate

- Corporate compliance and governance
- Commercial contracts
- Mergers and acquisitions
- Securities

02 Multidisciplinary areas

- Employment
- Healthcare
- Intellectual property
- Real estate

04 Transactional and compliance

- Business, class action, and mass tort
- Complex commercial litigation
- Commercial Bankruptcy
- E-discovery
- Pre-litigation service

Industry specialization

- Consumer goods and retail
- Construction
- Energy
- Financial services
- Healthcare
- Insurance
- Manufacturing
- Pharmaceutical
- Real estate
- Technology
- Transportation

Getting the most out of flexible legal talent

Flexible talent provides a resourcing solution to help general counsels manage an ever-changing landscape. The power of this talent — the savings, efficiency, and flexibility — is amplified when the needs of the legal department are established upfront.

Here are some questions to consider when engaging flexible talent:

What is the duration of the assignment? For example, do you need someone to fill in for an attorney on medical leave or are you looking for an ongoing resource?

Do you need part-time or full-time help?

Does the attorney have to be onsite or is remote working okay?

How experienced does the attorney need to be — junior, mid-level, or senior?

Should the attorney be specialized in a domain or industry?

Is law-firm or in-house experience required?

Does state specificity matter?

Answers to these questions help create a portrait of a flexible attorney who will best meet your needs.



Learn more.

To inquire about flexible talent services, contact Patty Wise at patty.wise@legility.com.

If you're an attorney looking for contract work, contact Lisa Lemke at lisa.lemke@legility.com.

**We're here to do the best legal work of our lives alongside
our innovator clients. Ready to
kickoff a project?**

**Email us at newclients@legility.com
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