



## **INNOVATION, ALSO FOR LEGAL STAFFING?**

The world changes at high speed and only those who ride these new waves will survive.

The 25<sup>th</sup> Day of the Company Lawyer was themed: "Innovation: source of Law – Law: source of innovation". Luc de Brabandere, keynote speaker of the day, had a clear message: We have to think within the changed context we work and live in. The impact of this message on legal staffing was dealt with in further detail by Barend Blondé and Kristof Macours.

Lawyers should abandon the idea of the traditional, one way up career track. They should be encouraged to use an innovative approach and they should receive the necessary scope and resources to try out new concepts. They should be financially rewarded for that, even if their efforts do not immediately yield results in terms of billable hours.

An important message for every young legal advisor: a profound knowledge of IT has become an indispensable skill. Law firms will only gain the necessary efficiency if they stop to keep on reinventing the wheel.

Driven by the needs of the company, legal departments have become the trendsetters in legal staffing. Legal departments are aware that it is vital to pay attention to a clear career track based on the personal expertise of the individual company lawyer.

Legal departments are more and more focused on implementing technology for standardization and knowledge management. The paralegal will play a key role in this process.

To be able to respond quickly, legal departments invest in the search for the right mix of staffing. Flexibility and immediate employability have become the code word. To find the answer to these needs, the legal departments call upon their usual law firms and expect them to put secondees at their disposal. But they can of course also opt for interim solutions.

If they don't adjust their way of performing, the classic legal advisors risk losing a part of the legal work to new players in the market for commodity work. Survival of the fittest also applies to legal advisors...



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