

# GLS LEGAL TEAM TRANSFORMATION CONSULTANCY



# DRIVING IN-HOUSE LEGAL PERFORMANCE *THROUGH CHANGE*

In-house legal teams ("IHLs") must continually transform how they operate to achieve improved performance, focus, quality, efficiency and value recognition outcomes. This is the only way an in-house team can remain effective and for IHL leaders to remain relevant.

To succeed in the modern IHL industry, you cannot just spend all your time "working in the machine", you must spend at least some of your time "working on the machine". Transformation is the only viable strategy to bridge the gap between growing workflows and limited available resources.

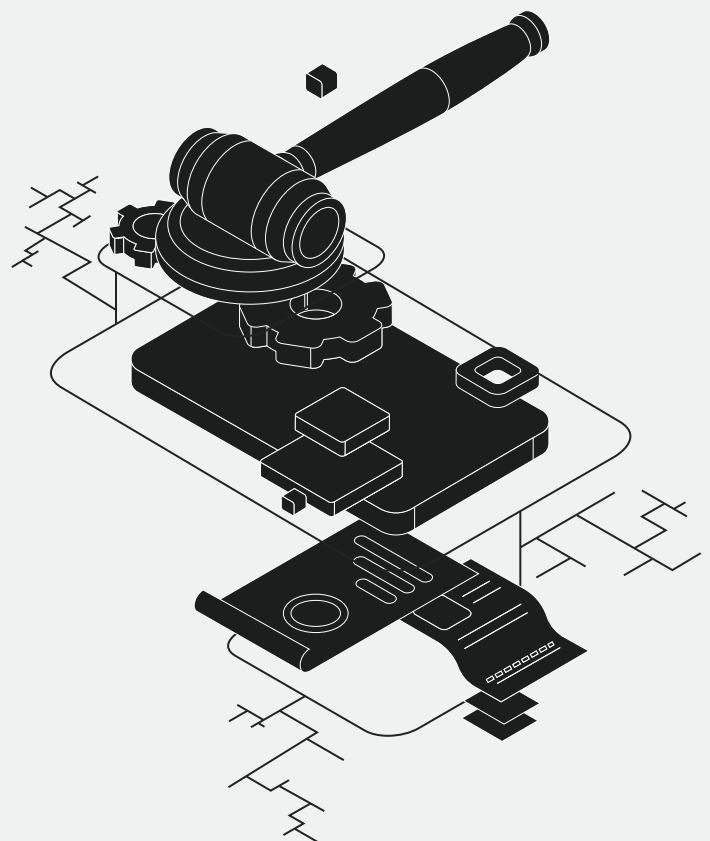
IHL transformation involves deconstructing and reimagining how your IHL works so that it can execute workflows far more efficiently and deliver far greater strategic and business enabling contributions, whilst at the same time significantly improving the IHL career experience.

Few organizations, if any, can match the support that the GLS Group can provide to an IHL looking to undertake a successful IHL transformation. Our solutions and services are designed exclusively to serve the needs of the in-house legal community.

## DO MORE *WITH LESS*

The GLS Group has helped hundreds of IHL teams to dramatically increase their productivity and value yields whilst reducing financial and human resource consumption. By helping IHL leaders define and implement their strategic visions & legal department transformation initiatives, we help IHLs achieve dramatically improved performance levels.

While GLS has supported transformation in many of the largest Multinational Corporations (MNC's), our consultancy services and implementation solutions remain accessible to all IHLs – universal accessibility to our solutions is a core GLS Group value. Let us help you frame your IHL transformation ambition, create a transformation plan and assist you to implement your plan, to help bring about real change in your organization.



# GLS STRATEGIC TRANSFORMATION *SUPPORT*

Covering the full spectrum of the legal transformation journey:

- **Legal Department Strategic Planning:** formulating the right objectives and department infrastructure needed for your team to thrive

- **Transformation Case Preparation:** helping your legal team to define its case for transformation and supporting the process of obtaining Board Approval

- **Legal Operations:** helping your legal team define, resource, staff and performance manage a legal operations capability no matter its size

- **Legal Team Leadership Support:** from department planning, financial budgeting, performance and effectiveness; to client management, board interaction and personal career planning

- **IHL Efficiency Audits:** helping you understand the current performance capabilities of your legal team as a first step towards improvement

- **Key Performance Diagnostics:** identifying the data capture scenarios you need, to understand actual performance levels

- **Transformation Solution Design:** defining whole/or part function transformation solutions blueprints designed for safe and efficient implementation

- **Human Capital Development Plans:** strategies and real-world solutions to enhance the effectiveness of individuals within their working environments

- **Legal Technology Planning:** demystifying the legal tech domain and supporting legal tech solution design that emphasizes safe and high-user uptake tech strategies

- **Legal Department Management:** effective solutions for all aspects of legal team management - both up towards the Board, across your legal team members and into your stakeholder ecosystem

- **Legal Team Restructuring:** for individual critical functions, or your entire legal team whether nationally or globally based

- **Full Scale IHL Turnarounds:** complete legal team performance turnarounds – audit, solution design, implementation, transition resourcing and performance monitoring

- **Green Field IHL Deployments:**  
full-service support to efficiently establish a new legal team

- **Establishing Shared Services Units:**  
total process support for establishing shared services units including business case preparation, solution design, implementation, resourcing and optimisation

- **Managed Legal Dept. Services:**  
definition, sourcing and implementation of global/national managed service programs for individual workflows through to whole legal function programs

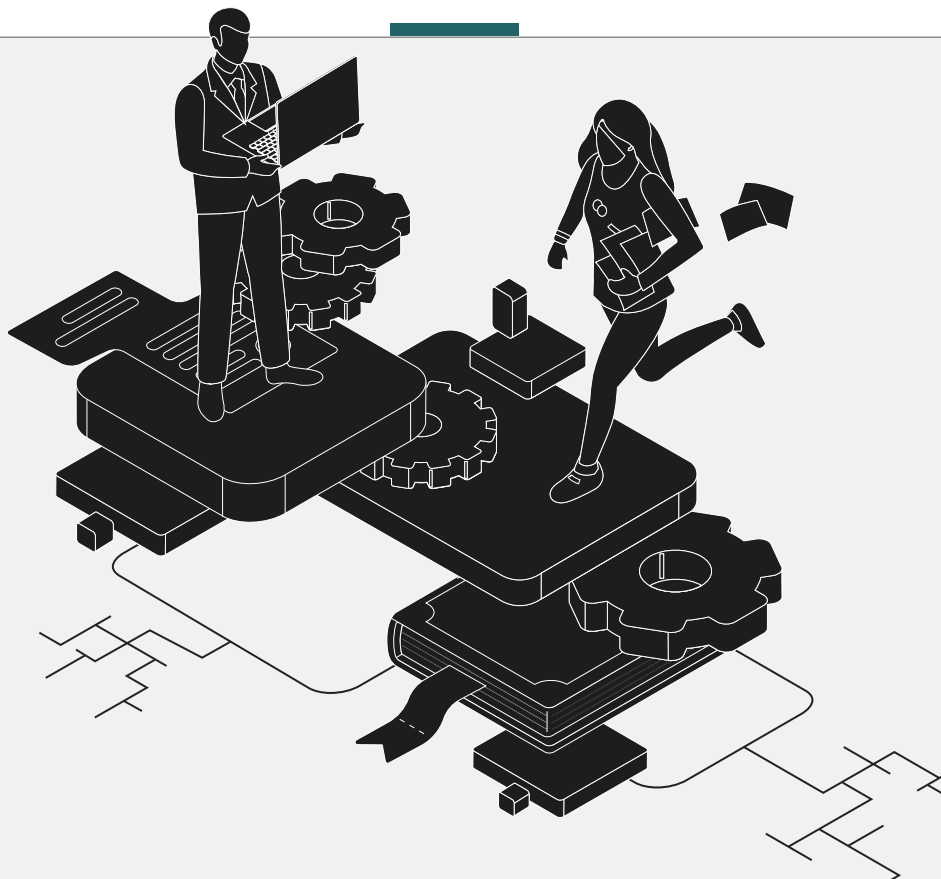
- **Fixed Transformations Plans:**  
access to fixed pre-packaged transformation plans that are built for low risk, best practice implementations

- **Transformation Program Leadership:** ability to support and/or run your legal transformation initiative, including full or partial resourcing of all key positions

- **Law Firm Performance Management:** solutions to turn your legal service providers into value creating relationships whilst managing costs effectively

- **Legal Team Change Management:** supporting the change management and corporate communications requirements of legal team transformation

- **Human Capital Strategies:** supporting the development of human capital including resourcing business cases, job role descriptions, talent placement, development and mentoring



# MAKING TRANSFORMATION *WORK FOR YOU*

Utilizing best practices is an efficient means of driving continuous improvements within any legal department. This is particularly the case as it is difficult for in-house leaders to know what an optimally performing legal function might actually look like, especially given the influx of new technologies with legal function application.

GLS will simplify and de-risk your transformation journey by giving you access to best in class best practices together with, the resources and solutions your transformation needs and the implementation resources that you may require.

## HERE'S HOW WE *DO IT*:

**01**  
**Known Solutions:** by providing effective solutions to known problems, we show you solutions that are known to work

**02**  
**Solution Landscape Awareness:** by helping you understand the global supply landscape for solutions and available resources

**03**  
**Strategic Direction:** by showing you the footprints of success available for you to follow

**04**  
**Stakeholder Engagement:** by sharing proven solutions to identify, engage and enlist key stakeholders in support of your transformation program

**05**  
**Low Risk Implementation:** succeed and proceed methodologies are what drives all our engagements

**06**  
**Corporate Communications:** we can handle every aspect of corporate communications in order to boost the chances of a receptive corporate ecosystem



**07**  
**Team Membership Resourcing:** we can augment or provide the complete resourcing personnel that your transformation project requires

**08**  
**Key Knowledge Transfer:** we provide you with what your stakeholders need in order for them understand your program and become key supporters

**09**  
**Supporting Methodology:** we use our own legal dept. methodologies, built on the same principles that drive legal team efficiency

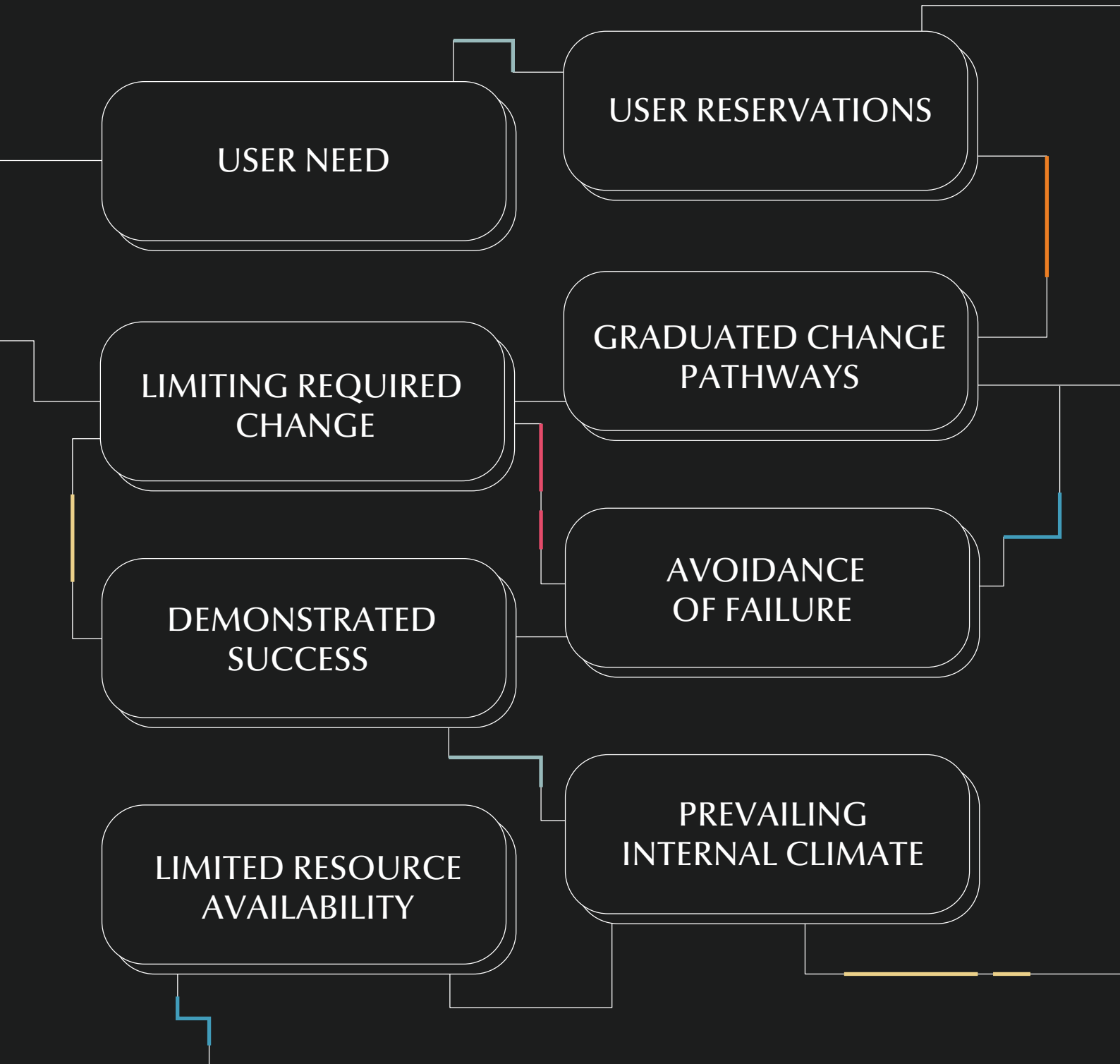
**10**  
**Demonstrable Outcomes:** all our assignments are linked to measurable outcomes

**11**  
**Single Sourcing:** our platform contains most of the resources you need for transformation assignments

# A FOCUS ON CHANGE MANAGEMENT

The biggest risk to your transformation journey is change management - will your stakeholders support and advocate (through user uptake) the changes you know need to be made?

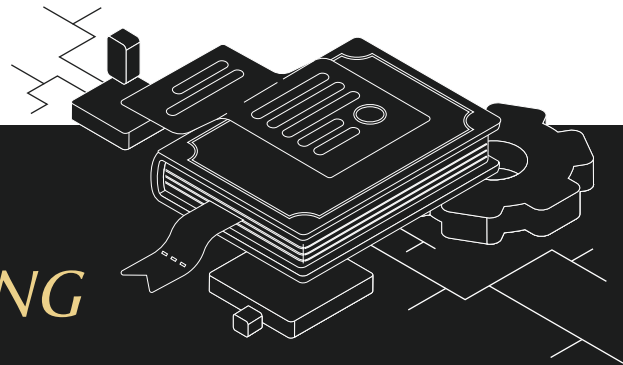
All GLS transformation services are calibrated with this imperative in mind, which means our support is characterized by your transformation needs:



# GET IT RIGHT, *FIRST TIME*

Legal teams have limited opportunities to show that they are capable of effective transformation. Obtaining the support of your business and your board for your transformation plan is essential, and the 4 pillars of GLS support is the key to your success.

1. **Incremental:** modular implementation plans are incrementally deployed, so you succeed before you proceed
2. **Low Risk:** maintaining internal support means being able to deliver constant success, so we use “guaranteed to succeed” initiatives as key program scaffolding
3. **Measurable:** you must be able to show the successful ground your transformation initiative is covering
4. **Connected:** all initiatives follow a common solution continuum, with each implementation branching from the same trunk



# SIMPLIFYING, *THEN SOLVING*

Transformation success is the application of a proven formulae to a unique situation. We come prepared to help you identify your designed solutions and develop a low risk, realistic plan that works for you. This requires a systematic approach:

**01**  
Assessing your current state

**02**  
Knowing where to start

**03**  
Finding your focus

**04**  
What order to proceed in

**05**  
What resources you have

**06**  
High impact, low resource, low risk strategy

**07**  
Charting success

**08**  
Formulating your solution blueprint

**09**  
Engendering stakeholder support

**10**  
Maximizing budgeted outcomes

**11**  
Minimizing disruption

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# PLAN YOUR *TRANSFORMATION JOURNEY*

GLS' market leading proprietary tools are available to you – often for free – to help you define your legal transformation solution.

Our assignments are designed with reference to the GLS Legal Transformation Tube Map – a ground-breaking interactive tool that allows you to understand the functional anatomy of an optimized in-house legal department.

The GLS Transformation Tube Map is free for you to use. Simply [click here](#).

## INTERACT DIRECTLY WITH A *WORLD CLASS LEGAL FUNCTION*

### We wrote the book on legal transformation

GLS has authored GLS's Ultimate Guide to Legal Operations, giving unprecedented visibility as to how you can help transform your IHL team and drive your transformation agenda. We recommend this as your companion guide during your transformation journey. You can download it [here](#).



## THE LEGAL OPERATIONS CENTRE

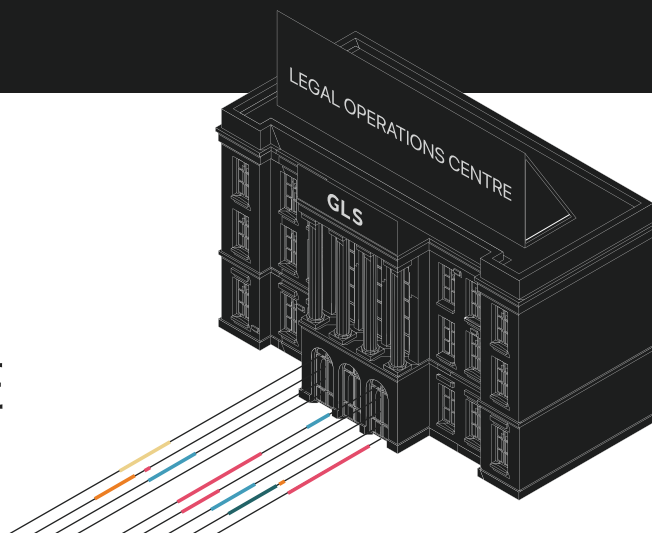
### The Encyclopaedia of Disruptive Legal Resources

The GLS Legal Operations Centre gives you instant access to the legal resources that most legal teams wish they had, but which few, if any, have had. Until now.

The **LOC** is the world's largest selection of tools & resources; an unprecedented array of disruptively priced solutions, giving your legal team fingertip access without the burden of selecting, funding, developing, testing, implementing and maintaining those resources.

Click [here](#) to explore the products.

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# 8 THINGS THAT YOU CAN DO RIGHT NOW TO SET YOUR LEGAL TEAM TRANSFORMATION UP FOR SUCCESS:



1 **GLS's Ultimate Guide to Legal Operations:** a wonderful transformation companion for any legal transformation program. [Download here](#). Read thoroughly and regularly.

2 **GLS Transformation Boot Camp:** sign up [here](#) to our hugely successful 10 week email based boot camp on how to effectively transform your legal team.

3 **GLS Opinions:** click on our [Opinions Channel](#) and access lots of informative and instructive white papers, focused on how to help you improve your legal team's performance.

4 **GLS Webinars:** have a look at the popular GLS webinar series. Get access to free training to optimise your career in legal operations. [Click here](#).

5 **GLS Legal Operations Community:** join the GLS Legal Operations Community and collaborate with other in-house leaders as they tackle the same performance issues that you face. [Join here](#).

6 **Visit GLS Connect Zone:** visit the [GLS Connect Zone](#) and select the type of information that you want from the GLS Legal Operations Community.

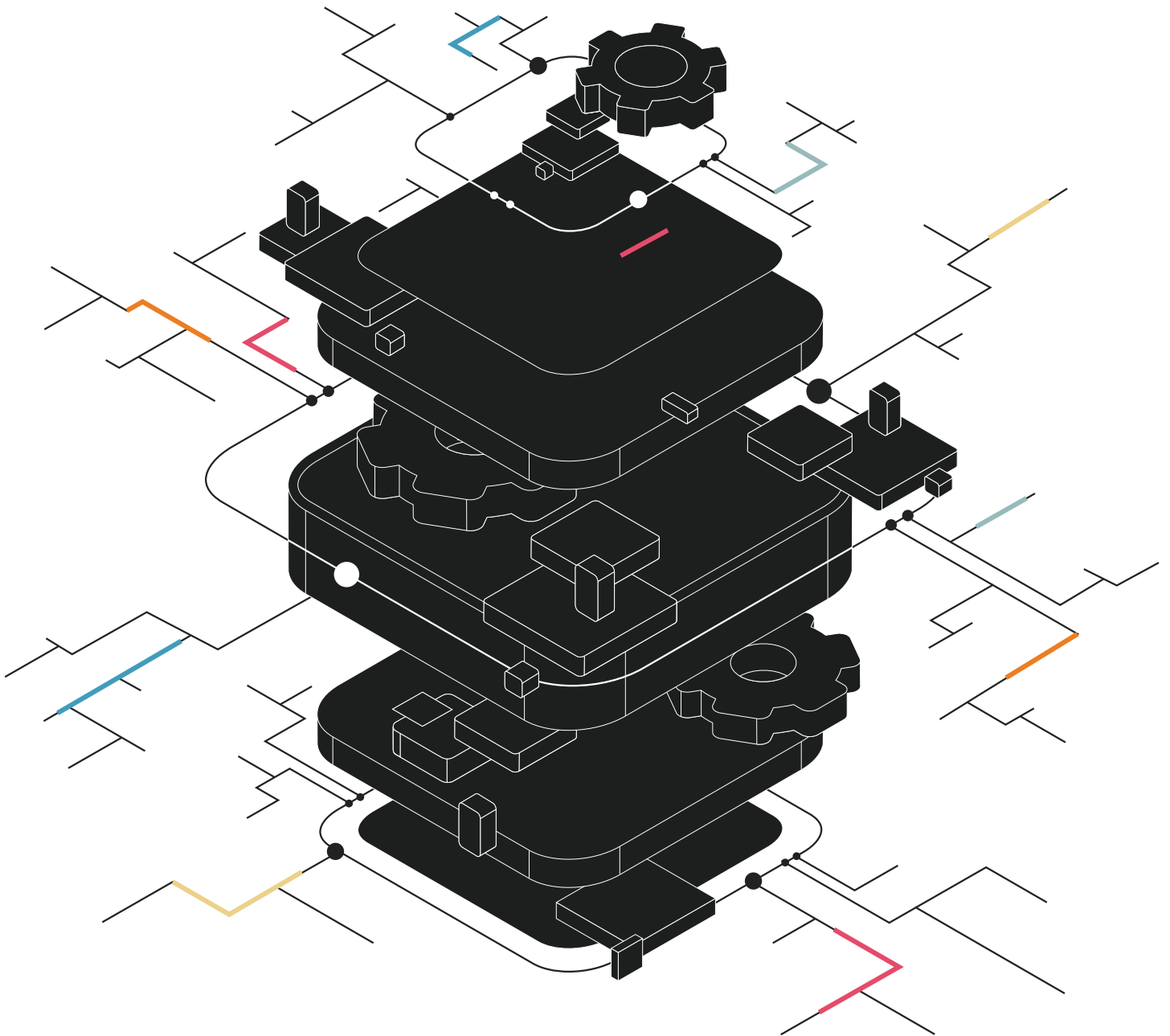
7 **GLS Legal Team Transformation Plans:** mitigate the risks of transformation failure by taking a fixed menu transformation support plan from GLS - [learn more here](#).

8 **GLS Legal Operations Centre:** register here to the [GLS Legal Operations Centre](#) and enjoy free access to more than USD20,000 worth of legal team performance resources.

# READY TO TRANSFORM YOUR LEGAL TEAM? *GET IN TOUCH*

The GLS Group is proud to provide legal transformation consultancy services and solutions that benefit in-house legal teams world over.

We would love to help your business. Please feel free to get in touch [here](#).



**Global Legal Solutions**

[www.gls.global](http://www.gls.global)

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