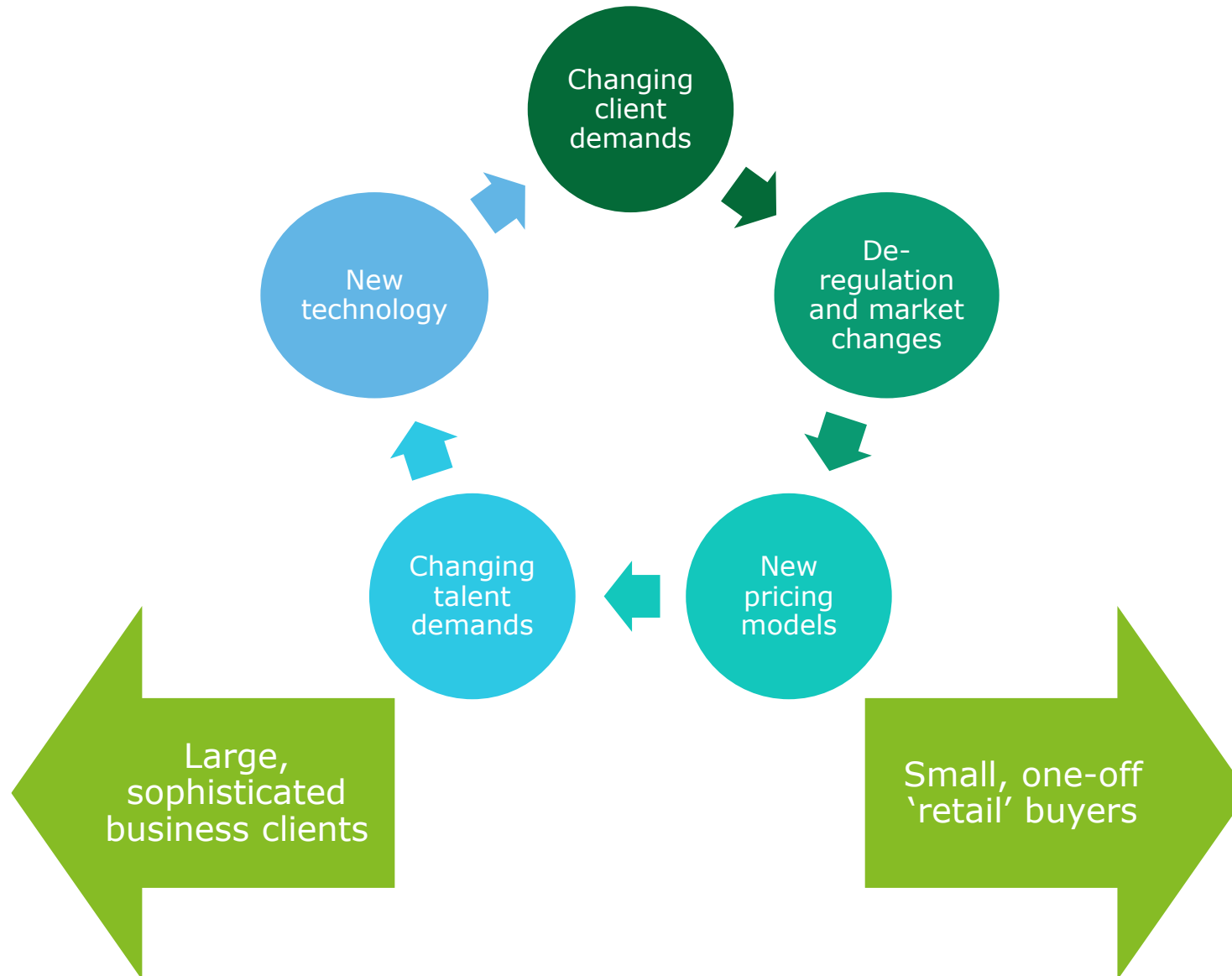




The changing
talent
landscape in
the legal
profession

The automation landscape today, tomorrow, and its impact on talent, firm structures and strategy

Multiple pressures on the profession



Why are client demands changing?

Greater access
to information

Demystification
of the legal
process

New entrants
are 'disrupting'
the market

Transparency
of cost

Direct sourcing
by
sophisticated
clients

Over-capacity
has forced
prices down

Will clients continue to pay by the hour?

Charging by the hour

Paying high rates for simple tasks

Certainty of cost

Fixed fees

Poor project management at the volume end of the market

Value-based fees

Capped fees

Risk-sharing

The Millennial Generation – do they want something different?

71% expect to leave their current employer in 5 years

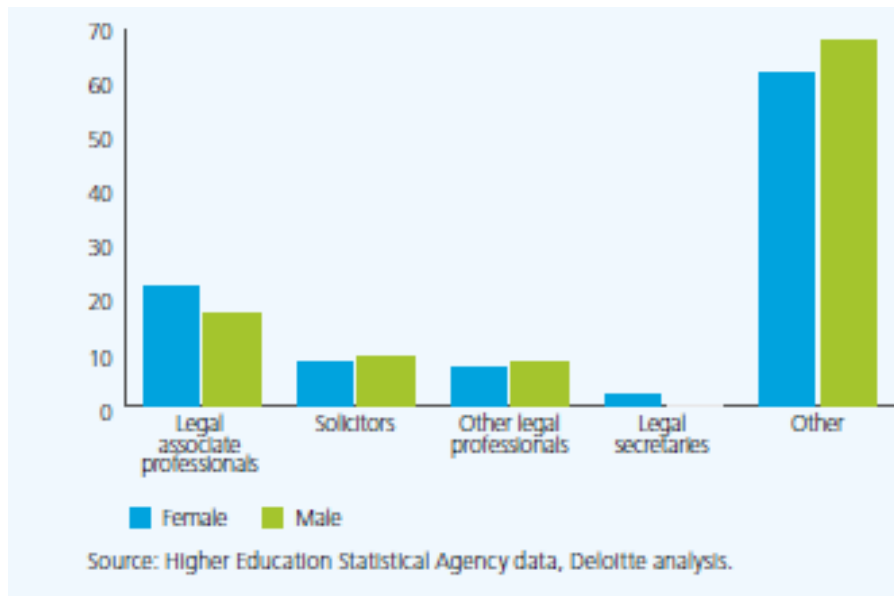
70% learn about opportunities from friends

42% of Law graduates want to be a partner in a law firm (58% do not....), yet....

60% of Law graduates do not go into the legal profession

Times are changing for people entering and already in 'The Law'

Destination Careers for Law Graduates



Employment Risk in the Legal Sector



Technology: Cause and Effect

Big data is making the process of discovery more complex, lawyers need to know what to ask for.



Artificial intelligence can highlight pattern recognition from big data and hence can offer predictions of future behaviour.



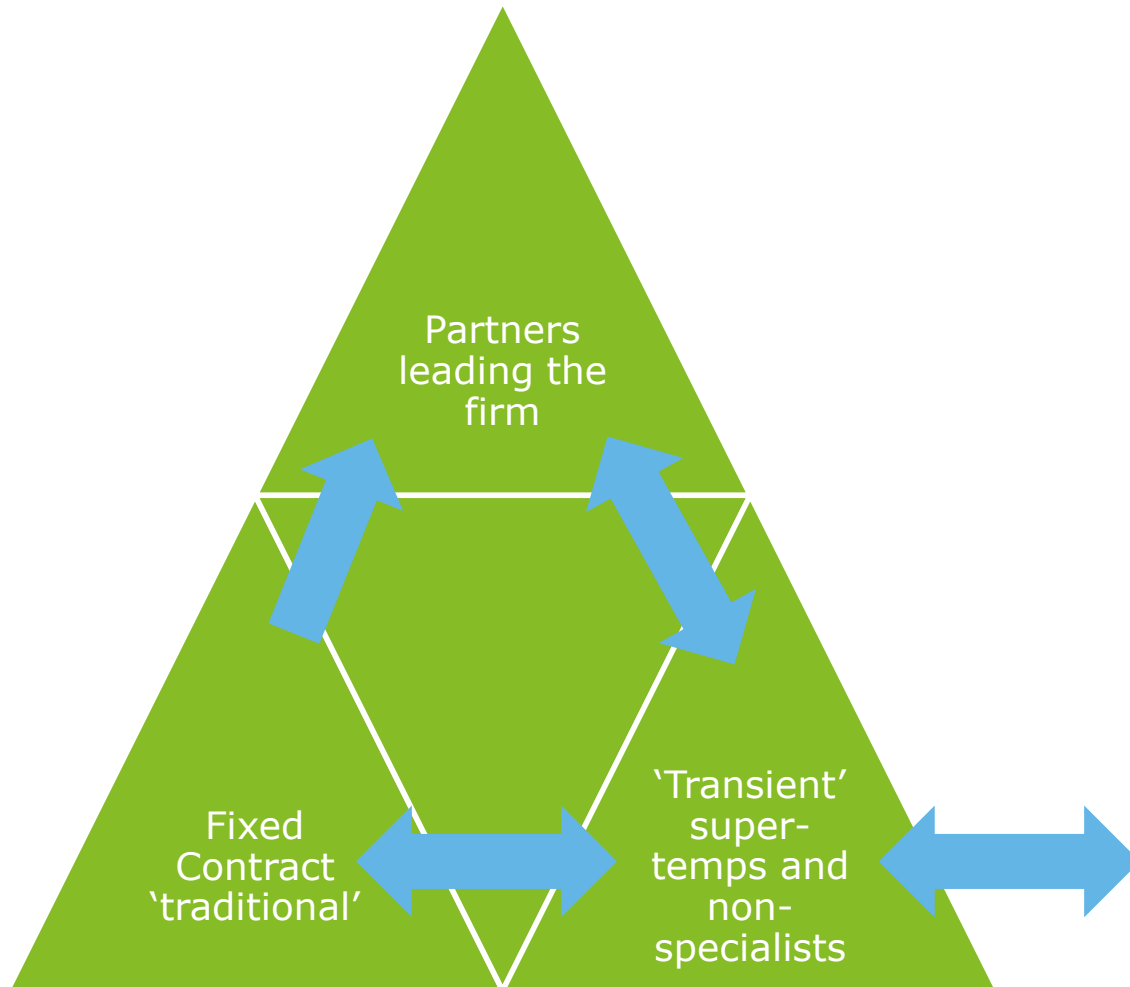
Cloud computing provides critical advantages to lawyers but only 38% currently use it.



Lawyers that specialise early in Blockchain will capitalise on the new areas of legal practice this will create.



The future law firm structure and management issues



Talent strategy	Recruitment processes
Remuneration plans	Training
Quality control	'On demand' suppliers
Capital expenditure	Property plans
Support functions	Funding arrangements



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