

The 21st Annual Law Firm COO & CFO FORUM

Partner Talk #2: Terraformed Talent: A Case Study on Law Firm Associate Work Allocation



Leah N. Fisher
Director of Diversity & Inclusion,
Baker & Hostetler LLP



Jason Noble
President



Agenda

A brief history of Work Allocation at BakerHostetler

- The starting state
- It's impact on the firm
- How we changed and where we're going

Lessons learned

- Best practices
- What is the net impact of the solution?

How to get started on your journey

- Agenda can be two columns if needed

A brief history... the situation, it's impact and how we solved it

A brief history – The Situation

- July 2020 - joined, Implemented Work Allocation Program
- Goal 1: Ensure all associates are being equitably utilized, maximized utilization
- Goal 2: Create opportunities that would allow equal access to great work assignments and great leaders
- Goal 3: Live up to our client's expectations... We live in a different time: inclusion and diversity is important to us and our clients

A brief history – The Impact

- Associates are dissatisfied with work, want to work for best client
- If I'm not given the opportunity early, I am not developing as an associate
- Associates falling behind
- Women and associates of color are mostly impacted by this

A brief history – The Resolution

- We identified trends...Associate hours, particular groups, who is over utilized
- Worked with ikaun to establish work allocation solution
- Deployed the solution one practice area at a time

Best Practices

What how you learned in the process and what best practices would you recommend?

What is the net impact of the solution

How has the firm benefited from the solution and what are you still trying to accomplish

The net impact of the solution...

- Increased utilization
- Prevent burnout and people leaving
- Engaged talent pool
- Are we retaining folks, are folks moving to partner

How to get started...

What are the steps to take to get started implementing a Work Allocation Program

Thank you...

For more information contact Leah or Jason...



Leah N. Fisher

Director of Inclusion and Diversity
BakerHostetler



Jason Noble

Chief Product Strategist/Co-Founder
ikaun.com

The 21st Annual Law Firm COO & CFO FORUM

Partner Talk #2: Terraformed Talent: A Case Study on Law Firm Associate Work Allocation



Leah N. Fisher
Director of Diversity & Inclusion,
Baker & Hostetler LLP



Jason Noble
President

