

## CLI Legalpreneurs Lab Innovation Incubators 2020 Frequently Asked Questions

### Key dates:

- ✓ **Innovation Incubator information webinar at 1pm-2pm AEST on 28 April (Tuesday)**
- ✓ **Submission of online Application Forms close at 5pm AEST on 18 May 2020 (Monday). No extensions. Please use the [Application Form here](#).**
- ✓ **Email from LP Lab to successful innovation incubator applicants no later than 5pm AEST on 27 May (Wednesday).**
- ✓ **Email acceptance of innovation incubator place by applicants to LP Lab no later than 5pm AEST on 29 May (Friday).**

**All email communications: [LPLab@collaw.edu.au](mailto:LPLab@collaw.edu.au) please.**

### Where it all began...

In 2019, the [Centre for Legal Innovation \(CLI\)](#) at The College of Law held a number of mini sprints on the topic “Can we fix the law firm business model?” The mini sprints were designed by [Melissa Lyon](#) as part of her CLI Distinguished Fellowship.

The objective of these events was multifaceted and founded on a series of key questions:

- Was there a common belief that change was needed?
- Were there common themes or common issues that were most influencing (positively and negatively) the ability to change legal practice?
- Was it possible to start (in the case of the mini sprints) to develop solutions in a short time frame?

The answer to all of these questions was a resounding “yes” in Australia, New Zealand and Asia and so, that brings us to the innovation incubators we will launch in Australia and New Zealand this year.

### **Advancing a New Way to Solve the Wicked Legal Practice Problems – Innovation Incubators 2020!**

The sorts of issues identified in the mini sprints are complex and multi-faceted. They’re not going to be solved in an hour, day or even a month. The best solutions require time, commitment and new ways of thinking and doing.

We built the incubator concept as part of [CLI’s Legalpreneurs Lab](#) with all of this in mind. The purpose of the innovation incubators is to support projects nominated by successful applicants that innovate legal practice in their law firms/legal departments in one of the four **key areas** below:

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1. **Leading and managing the new multidisciplinary workforce**  
(recruit/retain/retrain/retrench strategies; remote working arrangements; flexibility/flexible workforce; working effectively as a blended workforce (internal and external employees); advancing women; career paths for all; skills for future work)
2. **Creating a collaborative culture** (breaking down the silos across departments, geographies and how we level the playing field when we can't all be in the same room; improving internal communication; stopping turf wars; redefining networks, partnering and client integration through e.g. new project experimentation, tech development, etc.)
3. **Redefining value** (how pricing can transform your firm and your relationship with your clients; new key predictive indicators, metrics and compensation models for timeless law firms in the 2020's)
4. **Championing change** (continuous improvement; agility; adaptability; experimentation; change management; overcoming traditional views; dissolving hierarchies; open to new ideas; mindset shifts)

### Who can participate in the innovation incubators?

**On 28 April 2020 at 1pm-2pm AEST, we will launch the innovation incubators via webinar and call for applications from law firms/legal departments located in Australia and New Zealand (more on the application process below). So, applications should be from law firms/legal departments and not individuals.**

The submission of the Application Form is a self-nomination by the law firm/legal department. When completing the Form, you will be asked to provide details about your project and confirm which of the four **key areas** noted above it falls into. This will be YOUR project and something YOU most want to change or innovate.

Because projects will be chosen BY the law firm/legal department FOR that firm/legal department, the projects in the incubator will be both practical AND tailored to that firm/legal department's needs.

We'll also ask each law firm/legal department to nominate a project leader. This person will be the main contact for the incubator.

**Please note, we will give preference to law firms/legal departments who are members of CLI's Legalpreneurs Lab.**

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#### How many law firms/legal departments can participate?

We will invite a maximum of 6 law firms/legal departments in each of the **four key areas** throughout Australia and New Zealand to participate in our inaugural innovation incubators. This means in the inaugural incubator cohort, we will end up with a total of 6 projects in each of the four key areas or 24 projects in total:

Key Area	Number of innovation incubator participants in Australia and New Zealand
<b>1. Leading and managing the new multidisciplinary workforce</b>	6
<b>2. Creating a collaborative culture</b>	6
<b>3. Redefining value</b>	6
<b>4. Championing change</b>	6
<b>Total all innovation incubator projects:</b>	<b>24</b>

#### When will projects start?

The innovation incubators will launch in Australia and New Zealand on 1 June (Monday).

#### How long will each project take?

The length of the project or the law firm's/legal department's time in the innovation incubator will depend on the project itself and how it progresses but, we expect each project to take 6-12 months from inception. Please note, the initial term for any project in the incubator is a maximum of 12 months. This may be extended.

We urge you to consider this time period carefully please before you sign up to the incubator. Working from concept to implementation takes time, your resources and commitment – we'll help you get there but we need you to work with us to move the project along.

#### What time/resource commitment will it take?

The project you work on in the innovation incubator is, as noted earlier, chosen BY you for YOUR law firm/legal department so, we will assume this is something that matters to your clients, to your staff and/or to your law firm/legal department. It's something you want to change or solve. It's important. As we mentioned earlier, places are limited and we want to make sure if you are in the incubator, you're all in!

So, we will ask your project leader to turn up for and contribute to all the coaching sessions each month (more on that below) and that he/she is given the time/resources by your law firm/legal department to progress the project. We urge you to consider this carefully please before you sign up to the incubator.

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### Will key learnings be shared?

CLI is committed to supporting the transformation of the legal industry through collaboration, shared experience and practical solutions. That being noted, we will ask each of the four **key area** groups to nominate one project or, a compilation of lessons learned from all projects in that key area, to be featured in a video or a short presentation at a CLI event so stories can be shared and learnings disseminated to the wider CLI community.

### Will we be supported in getting our projects off the ground and beyond?

Absolutely! If we left you with a great idea and nothing more, things might stall so, we'll provide support and accountability, this is where our Specialist Coaches come in...

**From the get go, we will provide each key area group with an amazing Specialist Coach – the coaches are:**

Key Area	Specialist Coaches
<b>1. Leading and managing the new multidisciplinary workforce</b>	<a href="#">Anu Briggs</a> Head of Capability, Development + Change Gilbert + Tobin  <a href="#">Jan Christie</a> Capability + Development Manager Gilbert + Tobin
<b>2. Creating a collaborative culture</b>	<a href="#">Nyk Loates</a> Director U-Collaborate, KPMG Innovate
<b>3. Redefining value</b>	<a href="#">John Chisholm</a> Director Innovim Group  <a href="#">David Wells</a> Director Innovim Group
<b>4. Championing change</b>	<a href="#">Anthony Wright</a> Head of LOD Innovation & Design  <a href="#">Amanda Fajerman</a> Head of LOD Legal Technology & Design

### What do the key area Specialist Coaches do?

Coaches will check in with you via videoconference every month (for a maximum of 12 months).

In these coaching sessions, the Specialist Coaches chat with you as a group, see how your projects are developing, ask you to share successes and failures, together with you, suggest ways to entrench what has worked and keep you focussed on the things that will be most helpful in working through

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any challenges – the coaches are there to listen, help you get unstuck, keep your project moving along, pause and focus on lessons learned, and help you through any roadblocks.

In our best case scenario, your group may evolve into a coaching circle – a new network of legalpreneurs would have been born!

#### What does it cost?

Not a thing – WHAT? Yep, that’s right!

Our coaches are donating their time to you. CLI is donating it’s time to you. We all believe and are passionate not only about supporting the legal industry in its transformation but in paying it forward. It’s why we want you to commit your time and resources to this and stay involved with the incubator even when your project is done – it’s a great way for you to make progress on a project that matters to you and pay it forward too!

#### What’s CLI’s role?

As we mentioned earlier, the innovation incubators are an initiative of our LP Lab. We are committed to it and invested in your success. We’ll work with the coaches and we’ll work with you from concept to inception.

We’ll provide admin support for the incubators – we’ll keep the wheels rolling and be on hand to chat about how things are going, if you need more support, point you in the right direction, etc. So, to be clear, CLI will provide admin support to keep you connected to your group, your coach and the incubator. We won’t be providing secretarial support, or making appointments for you, or undertaking research or typing up your project plan – all that admin and management related to your project will need to be undertaken by you/your firm/your legal department - it’s part of the resourcing you will need to consider before you apply to the innovation incubator.

#### Ready to sign up?

If you have any questions about the innovation incubators, please contact [Terri Mottershead](mailto:Terri.Mottershead@collaw.edu.au), Executive Director, CLI: [LPLab@collaw.edu.au](mailto:LPLab@collaw.edu.au) or by phone 0438 355 427.

If you’re ready to nominate now – fabulous – **please submit this online [Application Form](#) no later than 5pm AEST on 18 May 2020 (Monday). There will be no extensions.**

#### When will we know if our project has been chosen for the incubator?

Your application will be reviewed and discussed by a panel comprising:

- The Executive Director of the Centre for Legal Innovation;
- The Specialist Coach in your key area; and
- A local practitioner or experienced professional working in the legal or professional services space.

The decision of the panel is final.

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Successful applicants will be invited, via email addressed to their nominated project leader, to join the innovation incubator no later than 5pm AEST on 27 May (Wednesday).

Please make sure our email address does not get caught up in a SPAM filter:

[LPLab@collaw.edu.au](mailto:LPLab@collaw.edu.au).

Do we have to confirm our involvement in the innovation incubator once chosen?

**Yes, absolutely – that's very important!**

**The nominated project leader of the successful applicant must confirm their law firm's/legal department's place in the innovation incubator by 5pm AEST on 29 May (Friday). Please address all email communications to: [LPLab@collaw.edu.au](mailto:LPLab@collaw.edu.au).**

**And please also note, if we don't hear from you in time, we'll assume you don't want to take up your place in the innovation incubator.** We'll be preparing a waitlist of applicants when we review all the Applications so, we'll invite the first law firm/legal department on the waitlist (and so forth) in that key area to take your place immediately 5.01pm AEST on 29 May (Friday) rolls around.