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Can Law Firms become Agile?

Yes! and it starts with **Agile Leaders**

BUSINESS AGILITY
CONFERENCE 2023

A story from

BLG

Canada's largest Law Firm



Andrew Terrett
National Director, Digital Innovation

**BORDEN LADNER
GERVAIS LLP**



Daniel Gagnon
Trainer, Coach & Consultant

AGILE LEADER ACADEMY

Understanding change in law

firms



Law Firms are more Flotillas than Tanker




- **The practice of Law is still tradition-bound and paper-intensive**
- **ALSPs are making rapid headway**



**The Digital
Hub is one
way to
address this
challenge ...**



The image shows a dense array of industrial machinery. In the foreground, there are several large, rusted metal pipes and valves. A prominent feature is a large, circular gauge with a white face and a blue needle, mounted on a metal frame. To the right, another gauge is visible, partially obscured. The background is filled with more pipes, valves, and structural elements, all bathed in a cool blue light. A warm yellow light emanates from a circular opening in the lower-left quadrant, creating a strong contrast. The overall scene suggests a complex, possibly experimental or industrial, mechanical setup.

**As was the
creation of BLG
Beyond, a fully
owned ALSP**

2020

- **As Director of Digital Hub, Andrew researches Agile**
- **Comes across PMI's Disciplined Agile, contacts**





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- **Small Digital Hub team is trained to work their own way using Disciplined Agile**

AgileLeadership™
Journey

- **Andrew joins a public**

class and returns with a mission – to bring greater Agility to the Firm

2021

- Andrew receives best ever 360 score since record keeping begun
- Chief Talent Officer mandates Leadership training for all managers in



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**Agile Leadership training extended to
close to 80 BLG and BLG Beyond
Leaders**

2022

Agile Experiments abound

- **Disciplined Agile accepted within PMO as a paradigm to drive context-aligned delivery approaches**
- **Communications, Meeting guidelines**
- **Product Owner role being tested and adopted**

2020

**Basecamp has been
established, still challenges
ahead!**



