

Future of Our Litigation Support Profession: What Lies Ahead?

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Litigation Support Peer Group
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Speakers

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Agenda

- *CHRONOLOGY* in the professional evolution
- *TRENDS* in the professional evolution
- *SEGMENTS* in the professional evolution
 - *Technologist*
 - *Legalist*
 - *Consultant*
 - *Executive Leader*
- *EVOLVING CAREER OPTIONS*
- *INFLUENCES, INSPIRATIONS, and TOOLS*
 - *Resources*
 - *Associations*
 - *Career Ownership*
 - *Conferences*
- *PREDICTIONS*

Chronology

2004 – 2006



- Law firms begin to seriously establish in-house eDiscovery capabilities
- Bring in tools and platforms
- Add headcount, staff, and new positions
- 10-15 AmLaw firms have litigation support departments with 20+ staff
- Growth in eDiscovery vendor market

Chronology

2004 – 2006



2006 – 2008



- Law firms continue and accelerate this trend of in-sourcing
- 25-30 AmLaw firms have litigation support departments with 20+ staff
- Headcount doubles at many firms – technology commitments are made
- Role of the litigation support manager becomes more sophisticated, complicated, and business process focused
- New leadership roles are established – managing up-down and out to clients and vendors
- Accelerated growth in vendor market
- Growth of consulting firms, including traditionally in forensic accounting, into fields of discovery and information management
- A few big corporations are in-sourcing eDiscovery

Chronology

2006 – 2008

2008 – 2009

- Economic meltdown
- Massive layoffs
- Vendor contraction and consolidation
- Corporations are building momentum around in-sourcing eDiscovery

Chronology

2008 – 2009 ▶ 2009 ▶

- Most law firms freeze all headcounts including litigation support – except when absolutely necessary
- Top firms with deep litigation practices continue to add litigation support talent
- Flexible staffing models begin to gain favor for eDiscovery and litigation support
- Corporations accelerate insourcing eDiscovery tools and platforms – begin to look outside the corporation to add experienced eDiscovery talent (legalists, technologists, consultants, executive leaders)
- With increased in-house expertise, reduced demand for outside consultants for some issues, but continued need for others
- Sourcing eDiscovery requires a deep look at human capital acquisition

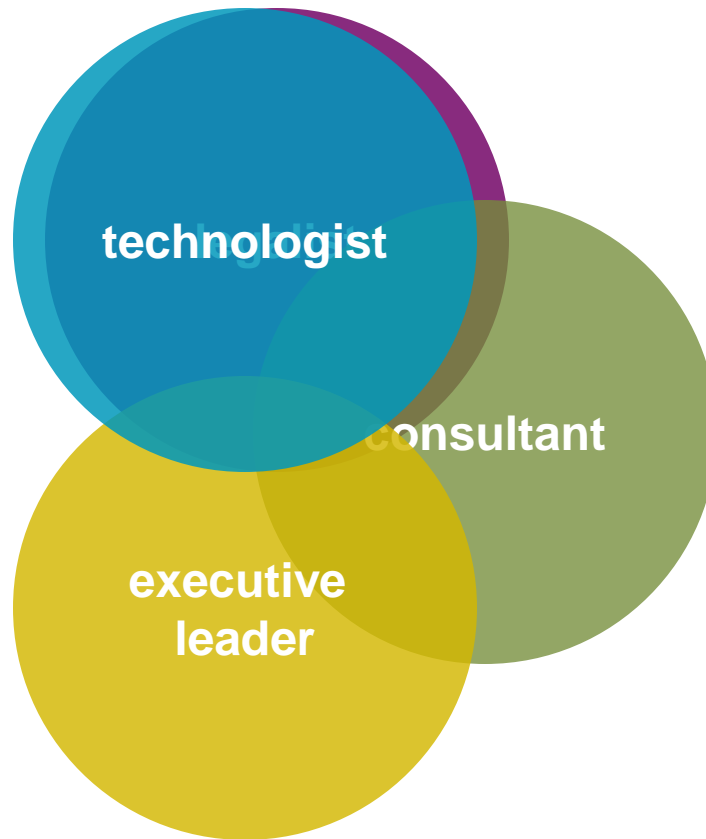
Trends

- Growing a multi-disciplinary skill set for greater career options
- Technology and process are changing outside service provider roles
- Corporations are becoming more proactive
- Groups are led by legalists (JD) as counsel or advisor and/or groups are led by non-attorney executive leadership
- Business and operational savvy are viewed as strengths and are highly desirable
- Software development and product management are great growth paths for technologists

Trends

- At first, technology drove increased data volume which drove industry job growth; now, technology is facilitating reduced data volume and thus impacting the number and types of jobs
- Strategies are needed to make electronic discovery more cost-effective; “way we’ve always done it” not good enough
- Increased importance of roles played in early stages of EDRM – information management and prevention of data proliferation
- Early case assessment and advanced analytics are becoming essential
- *“Partnering the human element with technology” is key*

Segments



Segments

technologist

Specialist who is trained to perform work in a field of technology; demonstrates knowledge and expertise in areas such as applications, systems, infrastructure, hardware, and/or data management; ranges from theoretical scientist or engineer to operational technician; often possesses formal certification or accreditation.

Segments

legalist

Attorney/JD or paralegal with multiple years experience in litigation practice and who understands technology and its impact on business and legal processes; attorneys counsel regarding developing law and regulations related to managing electronically-stored information.

Segments

consultant

Professional who provides advice in a given area of expertise; often retained for assignments to supplement client's internal expertise or resources; commonly advises in areas of business management and process analysis.



















Segments

executive leader

Professional who possesses in-depth business savvy; excels at operations; has achieved a reputation for being a strong manager and people advocate; thrives on strategic planning.

Evolving Career Options

Law Firm	
Collection Consultant	 
Data Manager	 
Director of Business Management and Analysis	 
eDiscovery Counsel	   
Litigation Support/Discovery Manager or Director	   
Litigation Support/eDiscovery Project Manager or Coordinator	  
Litigation Support/eDiscovery Analyst or Specialist	
Trial Services Specialist	  
Trial Services Manager	   
eDiscovery Paralegal	
Document Review Attorney	
Marketing Coordinator	
Vendor Manager	

Corporation	
Business Process Consultant	
Compliance/Regulatory Paralegal	
eDiscovery Counsel	   
Litigation Support/eDiscovery Manager or Director	   
Litigation Support/eDiscovery Project Manager or Coordinator	 
Litigation Support/eDiscovery Analyst or Specialist	 
eDiscovery Paralegal	
IT Risk Management	
Records and Information Management (RIM)	
Vendor Management/Procurement	

-  technologist
-  legalist
-  consultant
-  executive leadership

Evolving Career Options

Consulting Firm	
Data Management Consultant	● ● ●
Document Review Attorney	●
Document Review Project Managers	● ●
eDiscovery Consultant	● ● ●
Expert Witness	● ● ●
Forensic Consultant	● ●
Forensic Investigator	● ●
Litigation Support/eDiscovery Project Manager or Coordinator	● ●
Litigation Support/eDiscovery Analyst or Specialist	●
Trial Services Specialist	● ● ●
Operation Manager/Director	● ●

Vendor	
Blogger	● ●
Data Management Consultant	● ● ●
Developers and System Architects	●
Document Review Attorney	●
eDiscovery Consultant	● ●
Expert Witness	● ● ●
Forensic Investigator	● ●
Intellectual Architect	● ●
Litigation Support/eDiscovery Project Manager or Coordinator	● ●
Litigation Support/eDiscovery Analyst or Specialist	● ●
Technical Sales Engineer	● ●
Trainer	● ●
Recruiters/Staffing Professionals who specialize in eDiscovery placements	●
Operations Manager/Director	● ●

- technologist
- consultant
- legalist
- executive leadership

Influences, Inspirations, and Tools

- Resources
 - Publications – in print and online
 - Websites and Blogs
 - Training (attend and conduct)
- Associations
 - Peer Learning
 - Meetings/events
 - Listservs
 - Certifications
- Conferences
 - Attendee
 - Speaker
 - Panel Leader
- Career Ownership
 - Find a mentor
 - Wisdom reading
 - Commitment to meaningful networking

Predictions

2009



2010



- eDiscovery attorneys will continue to evolve and take more leadership roles as they gain more experience
- Executive leadership roles will continue to evolve and expand
- Demand for technologists will flatten
- Corporations – demand for all talent will increase dramatically over the next two to three years
- Vendors – demand for talent will shrink; need to reinvent themselves
- Consultants – mixed demand; reduced demand for some issues, but continued need for others, especially for unique circumstances and custom solutions

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