

2018



Vahura INSIGHTS

Issue 3# : December, 2018

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Welcome to the 3rd edition of Vahura Insights, which covers trends across the in-house legal, and corporate governance domains and presents analysis on in-house talent moves. This edition also contains the popular, Top 15 high-impact in-house legal professional moves for the period April 2018 - October 2018.

In the last year, one trend that has caught our attention is how more in-house legal teams are looking to deploy technology to streamline their processes, and more efficiently manage their workloads. We launched the Vahura In-House Tech Survey 2018, to better understand this area. In this edition of Vahura Insights, we bring you our findings of the Survey and how 80+ General Counsels are using technology to improve value and performance. We also have an excellent Case Study that demonstrates how legal tech and automation can be implemented in the setting of an in-house legal team. We round up this edition of Vahura Insights with a peek into the future of innovation and technology in the legal world, through the shortlists of the inaugural Agami Prize.

We hope you enjoy these and other insights from this edition of the Vahura Insights. We would love to hear from you at research@vahura.com with feedback or topics that you would like to see in the upcoming editions of Vahura Insights.



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Top 15 High-Impact Moves

The table captures the Top 15 high-impact In-house legal professional moves (in Alphabetical order) between April 2018 - October 2018

Name	From	Designation	To	Designation
Anurag Sharma	Ola	General Counsel	Rivigo	General Counsel - Legal & Corporate Affairs
Atindra Basu	Cipla	Senior Director and Head Legal India	Greaves Cotton	Head Legal-Internal Audit & Company Secretary
Ghanashyam Hegde	Abbott Healthcare	Director - Legal	Procter & Gamble	Director & General Counsel – Indian Sub-Continent
G. T. Thomas Phillippe	Khaitan & Co	Partner	Zomato	General Counsel
Hemanth Ram	Mphasis Limited – The Blackstone Group	Vice President-Legal	Tata Technologies	General Counsel
Jayesh Thaikandy	ICICI Bank	Joint General Manager-Legal	Standard Chartered Bank	Head Legal, India
Jigar Shah	JP Morgan Chase & Co.	Managing Director and Head of Legal, India	KKR	Head of Legal and Compliance, India
Kaizad Adi Hazari	GSK Pharmaceuticals	VP & Associate General Counsel, Emerging Markets	Glenmark	President & Global Head Legal and Corporate Affairs
Mrinal Chandran	Altico Capital	Managing Director-General Counsel	India Resurgence Fund	General Counsel
Nilanjan Sinha	Godrej & Boyce	Head of Corporate Advisory	ICICI Bank	Head Legal, India & South East Asia
Nischal Hindia	Diageo	Senior Legal Counsel	GSK Pharmaceuticals	General Counsel
Pramod Rao	Citi Bank	General Counsel-India Cluster	ICICI Group	Group General Counsel
Rajneesh Jaswal	Metro Cash & Carry	Head of Legal and Compliance	NestAway Technologies	General Counsel & Chief Legal Officer
Rakesh Prusti	Max Healthcare	Director-Legal, Regulatory Affairs and Compliance	Oyo Rooms	General Counsel
Shobhana Nikam	Fidelity Investments	VP and Head Legal	3M India	Executive Director & General Counsel

Internal Promotions - April 2018 to October 2018:

In August 2018, it was announced that **Kumar Das** will lead the legal function at the combined Vodafone Idea Limited (post merger) as the Chief Legal Officer. Kumar Das joined Vodafone India in 2010 where he was the General Counsel responsible for Legal, Company Secretary and Compliance..

Citi appointed **Padmaja Chakravarty** as General Counsel for India, Bangladesh, and Sri Lanka in August 2018 post Pramod Rao's move to ICICI. She has been with Citi since 2012, and in her previous role was in Hong Kong, where she was head of Capital Markets Origination (CMO) Legal.

In August 2018, post the merger with Monsanto, Bayer announced that **Sharad Kumar** will be the General Counsel (legacy Monsanto) for Asia, Africa & ANZ. He had joined Monsanto in 2010.

In October 2018, Colgate internally promoted **Surender Sharma** as Director - Legal, Secretarial & Corporate Affairs, as Femi Giwa moved back to New York as Senior Counsel, IP Transactions and New Ventures.

Legal to Business

In July 2018, **Madhu Khatri**, moved on from Microsoft India, to Icertis, the leading provider of enterprise contract management in the cloud. This is a unique move for a General Counsel into a business role. In her new role as Chief Evangelist, she is responsible for driving market understanding of the shifting landscape and communicating the importance of enterprise contract management as a solution.

Analysis of Lateral In-House Talent Moves (April 2018 - October 2018)

The data for this section has been collected by tracking mandate closures by Vahura, as well as by using secondary sources such as information shared on social media platforms, news and relevant media publications. The sample group of this report's study focuses on lateral moves made in the Indian Corporate legal industry, between the months of April 2018 to October 2018. The analysis takes into consideration, years of professional experience, location, industry domains and remuneration changes. After collating and analysing the information collected, we present a few of our key observations.

Which location hired the most? (Top 3)



MUMBAI (38.2%)



DELHI (36.4%)



BENGALURU (16.4%)

Which PQE ranges hired most?



4-9 years (40.9%)



10-15 years (18.5%)



16-21 years (7.9%)

What is the % break up of hiring based on gender?

55%

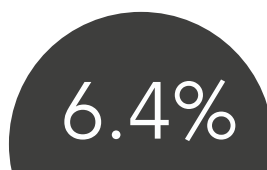


45%

Movement between In-house and Law Firm



In-House to
In-House



In-House to
Law Firms



Law Firms to
In-House

Top 3 Sectors



BFSI
(18.1%)



Technology and IT/ITES
(17.8%)



Heavy Engineering and
Infrastructure (8.7%)

Last six months saw a significant number of movements within the BFSI sector, amongst these movements 25% were within the banking sector itself. This is particularly interesting as in our previous edition of Vahura Insights (Analysis of In House Talent Movement between June 2017-February 2018), BFSI sector hiring did not feature amongst the top three sector. Technology and IT/ITES which includes hardware, software and e-commerce aggregator companies, showed robust hiring for legal roles. We observed an increasing demand from e-commerce aggregators who are currently looking to build their legal team. Heavy Engineering and infrastructure has seen a drop from 13.4% to 8.7%.

During the period, we observed cross sector hiring has continued as expected. 74% of the professionals moved to a different sector which is a great sign that skill sets of In-house professionals are becoming more transferable and not limited to a specific sector. BFSI, IT/ITES and Real estate are the three sectors which have seen minimal number of cross sector movements.

Diversity Analysis

IT/ITES was amongst the largest sectors hiring women, followed by BFSI and Consulting. 28% of the women who moved were from law firms during this period. On taking a closer look at the data we noticed 49.7% of the women who moved belong to the PQE range of 4 - 9 years.

Legal Tech & In-House Legal Team: Findings of Vahura Legal Tech Survey 2018

Introduction

This edition of Vahura Insights will focus on how In-house legal teams are using technology to enhance performance. The Vahura Legal Tech Survey 2018, was a response to the high level of interest from General Counsel (GC) on how technology is being used, and how it can be better leveraged. We would like to thank the 80+ GCs who took the time to take our survey and enabled the sharing of best practices within the community.

The Vahura Legal Tech Survey 2018 sought to assess the current adoption of legal technology within In-house legal teams. This is purely an awareness study with the purpose of giving GCs and In-house legal team members a deeper understanding of the following aspects:

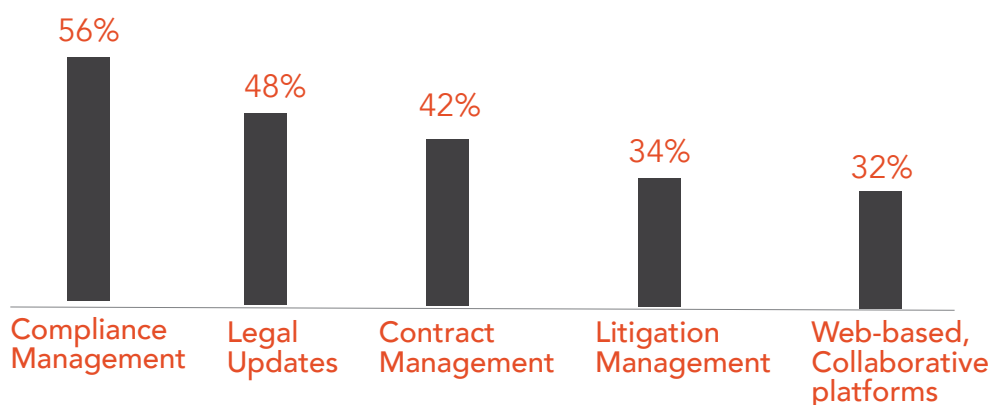
- The current state of legal technology within In-house legal teams in India
- Challenges faced by GCs in implementing legal tech
- Future of legal technology

Methodology

The survey comprised 26 questions, touching upon awareness, usage, budgets, decision making and implementation of legal tech within In-house legal departments. In addition to the 80+ responses from GCs, we conducted individual interviews with a smaller group of GCs, to arrive at the findings set out below.

Top 5 Areas : Where Technology is being Used :

When asked GCs on where tech is being used, Compliance Management was voted 56%, followed closely by Legal updates and Contract Management at 48% and 42% respectively.



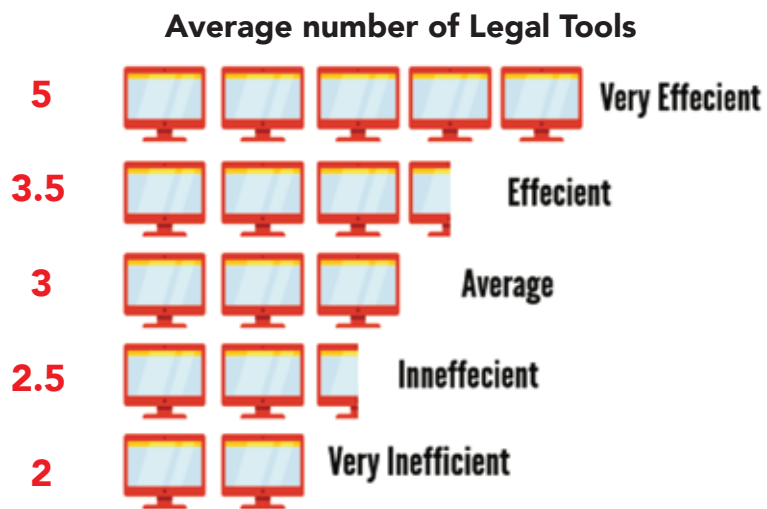
The growing importance of Compliance is self-evident, and is therefore not a surprise that Compliance Management leads the

charts in the adoption of legal tech. At Vahura, we have observed an increasing demand for compliance roles as well in the last few years. While speaking with GCs and service providers of Compliance Management tools, we noted a growing preference for cloud-based systems over on-premise solutions.

With the majority of legal research and contract drafting being done In-house, legal research tools, as well as contract management tools are intrinsic to a sophisticated In-house legal team. With the adoption of these tools at less than 50%, there is much more that GCs can do to equip their lawyers with the tools needed to be effective.

High Correlation Between Technology Adoption and Efficiency of Legal Team

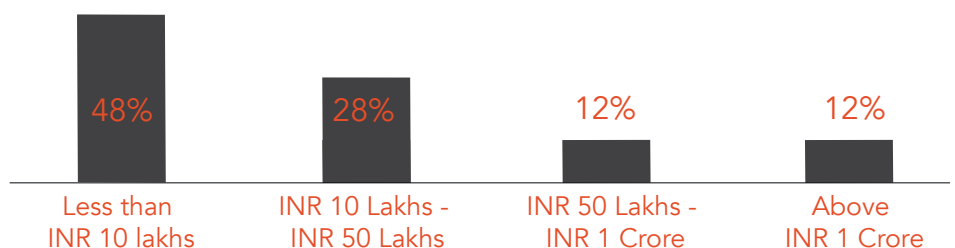
A closer analysis of the data, reveals that GCs who considered their In-house legal teams to be very efficient (rating of 5 on 5) typically use 5 technology products on an average.

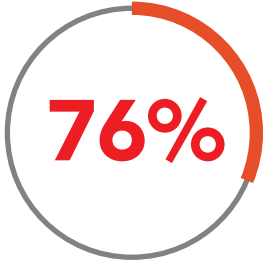


Another interesting observation is that 20% of GCs who have access to legal technology currently, are unable to make maximum utilisation of resources due to poor implementation. In-house Legal teams that have access to legal technology and use it frequently believe they are highly efficient as opposed to others. 57.14% of In-house legal teams that do not have access to legal technology have rated their overall efficiency as average.

Budgets for Legal Tech

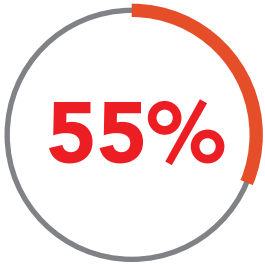
48% of In-house legal teams have a legal tech budget below INR 10 Lakhs, and 24% have a budget of over INR 50 Lakhs. This clearly shows that In-house legal teams already have a growing appetite for investments in legal tech.





Efficient legal teams having budget above INR 10 Lakhs

Data from the survey show that 76% of the GCs who have a legal tech budget higher than INR 10 Lakhs feel they have access to the right legal technology that is helping them to improve access and performance of legal delivery making them highly efficient, as compared to 55% of GCs who have a budget of less than 10 Lakhs.



Efficient legal teams having budget below INR 10 Lakhs

The survey clearly shows that legal tech budgets as a resource allocation, are still evolving. There is hope, as 53% of the GCs foresee an increase in legal tech budgets in the coming year. A couple of interesting observations in relation to legal budgets below:

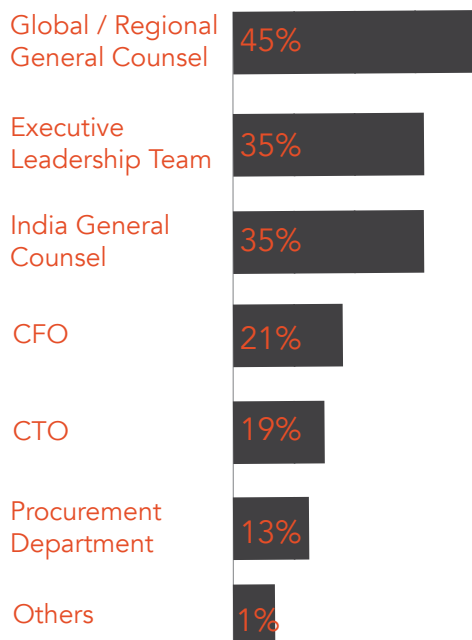
Companies which have a market cap of over INR 5000 Crores in India.

30% of these companies have an annual expenditure of INR 1 Crore and above on Legal Tech

Legal Tech budget of INR 10 Lakhs to INR 50 Lakhs

The average team size of the legal team is 30 to 50 members

Decision Makers - Legal Tech Adoption



There are multiple decision makers when it comes to creating or implementing a legal tech budget. For instance, CFOs who have been voted 21% in the adjacent graph account only for one amongst the multiple decision makers that follow. The largest segment of decision makers for legal tech, appear to lie outside India, with Global / Regional General Counsels being most responsible for decision making in this area. The Executive leadership team and India General Counsels are also the other key decision makers for legal tech. It is important to note that 38% of the GCs state that they face a challenge in getting approvals for the purchase of legal tech from Global / Regional General Counsel. The difficulty of obtaining approvals, or not having a say in decision making, does discourage GCs from sufficiently adopting technology. While interacting with GCs in this regard, we observed that the overall organisational culture in terms of openness to increasing efficiency through technology has a direct impact on how well systems and processes can be implemented by the In-house legal team.

An interesting observation was that **71%** of the GCs are open to experimenting and working with legal tech startups to implement and explore technologies that may prove beneficial for them. On interviewing GCs, we found that one of the common challenges they currently face is awareness about the different legal tech products and service providers.

Top 10 Legal Tech Systems In Use

From the survey, the most common tools and technologies that various GCs are using today, are listed below:

Name	Type of Technology
Legatrix	Compliance
Manupatra	Research
Sharepoint	Document management and storage system
Practical Law	Legal Know-how
Salesforce	CRM platform
Docusign	Electronic signature
InfoOne Law	Central/State Statutes, Regulations and Notifications
Icertis	Enterprise contract management
One Trust	Privacy management software
iManage	Document Management

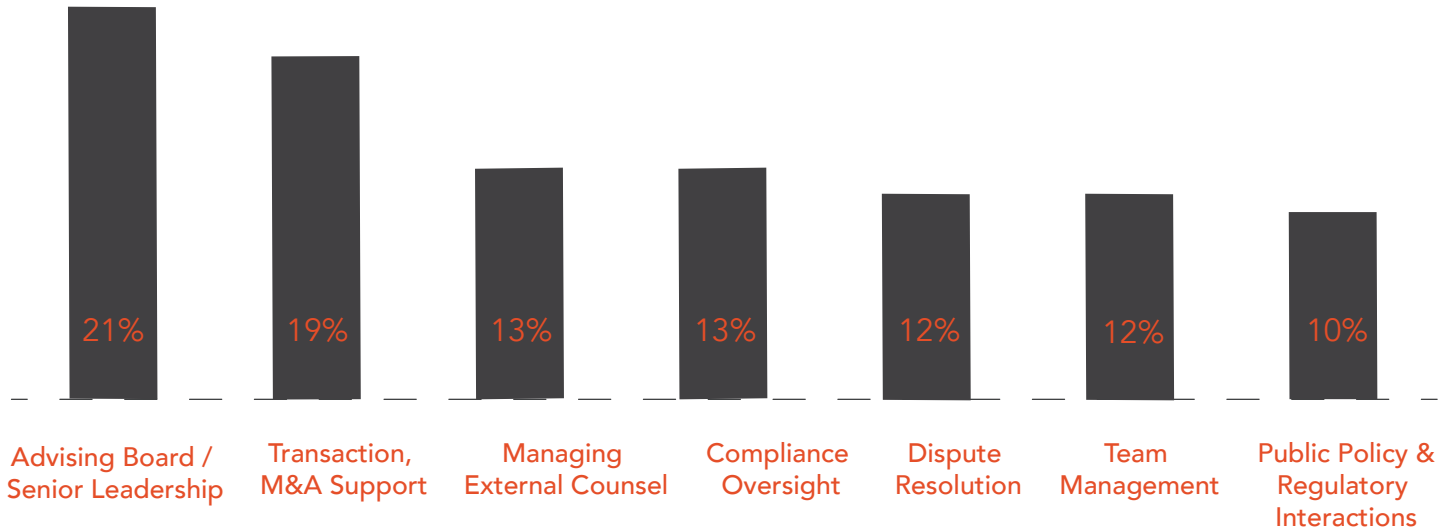
Sector and Team Dynamics

Different categories	Key observations
<ul style="list-style-type: none"> • Top 2 sectors that are willing to experiment with new technology 	<ul style="list-style-type: none"> • BFSI • Technology & IT/ITES
<ul style="list-style-type: none"> • Top 5 sectors which are using the highest number of tools & technology 	<ul style="list-style-type: none"> • Technology & IT/ITES, • Pharmaceutical & Healthcare • FMCG & Consumer Goods • Heavy Engineering & Infra • BFSI
<ul style="list-style-type: none"> • Sectors which have started using spend and matter management and project management tools extensively 	<ul style="list-style-type: none"> • Technology & IT/ITES • Pharmaceutical & Healthcare
<ul style="list-style-type: none"> • Average legal team size of very efficient legal teams 	<ul style="list-style-type: none"> • 33% of the teams who consider themselves very efficient have 5-10 legal professionals.

Challenges faced by GCs

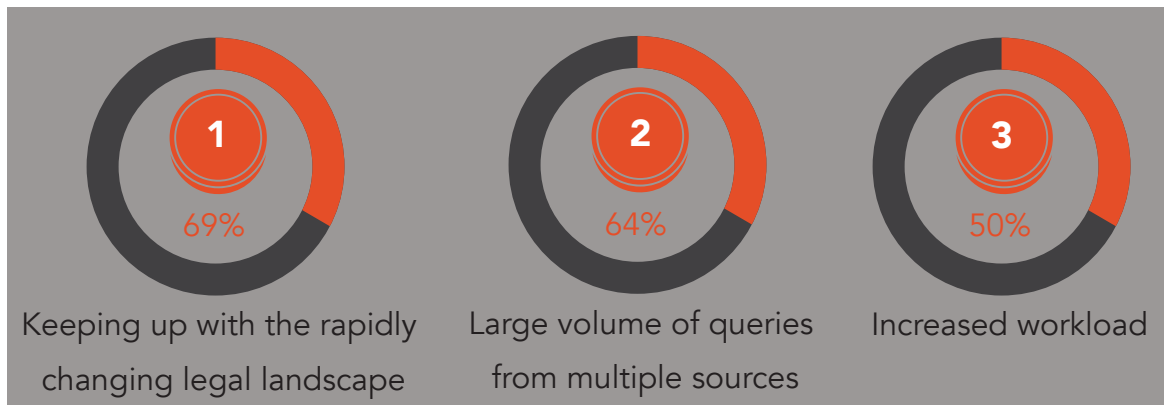
This section focuses on the overall challenges faced by GCs. The purpose of this exercise was for us to identify if any of these challenges can be resolved through technology.

The top two areas where GCs spend the majority of their time are Advising Board and Senior leadership which accounted for 21% of the average time spent in a day, closely followed by Transactions and M&A which accounted for 18%. Other areas where GCs spend their average daily time included Managing External Counsel, Compliance Oversight and Dispute Resolution amongst others.



This finding shows that GCs are partnering with business heads on a regular basis and play an important role in advising leadership and the board. In the first edition of Vahura Insights (May 2017), we noted that there are more GCs at the board level. Transactions and M&A being a critical strategic area, we see GCs personally involved, with some delegation to an M&A specialist in the team.

Top 3 Challenges Faced by GCs



We asked GCs how the overall efficiency of the legal team can be increased. **51% of the solutions recommended by GCs pointed to a better use of technology in terms of digitisation and automation to increase efficiency.**

A few of the common solutions suggested by GCs:

Standardisation of repetitive work – Amongst all the solutions listed, contract management and documentation management were the most popular solutions GCs believed that would increase their efficiency. Managing large scale documentation is one of the most common challenges organisations are facing today. 64% of the GCs identified that dealing with a large volume of queries from multiple sources is the second most significant challenge faced by them. Standardising volume based work, applying knowledge management and automating the same through process and technology will help address these challenges.

Access to advanced electronic databases for real time updates and faster research – 69% of the GCs pointed out that keeping up with the rapidly changing legal landscape as a significant challenge. GCs want to be well versed with regulatory changes and research done in specific areas, in order to mitigate risk and also spot opportunities for business. However, most GCs pointed out that they are currently unable to access this without the aid of specific legal tech knowledge base which seems to be a major concern amongst the GCs.

Measuring efficiency and value-add of In-House Legal – One of the recommendations we received from the survey was to have metrics in place to assess efficiency required for the In-house legal team. This could be done in various ways, for instance, tracking of ongoing and closed cases, feedback and interaction with other functions. A few GCs have pointed out that lack of regular communication with business teams, is acting as a hindrance.

Knowledge Management - 45% of GCs pointed out that having access/ information about data and information of past transactions and records is something they foresee as a future challenge. With the regular movement of In-house counsel, it is important that knowledge doesn't leave with the person. Many In-house legal teams have started implementing knowledge management systems, which allows the organisation, to keep a history of deals more efficiently and track changes. Though knowledge management is more popular within law-firms, In-house teams are catching up.

Future of Legal Tech

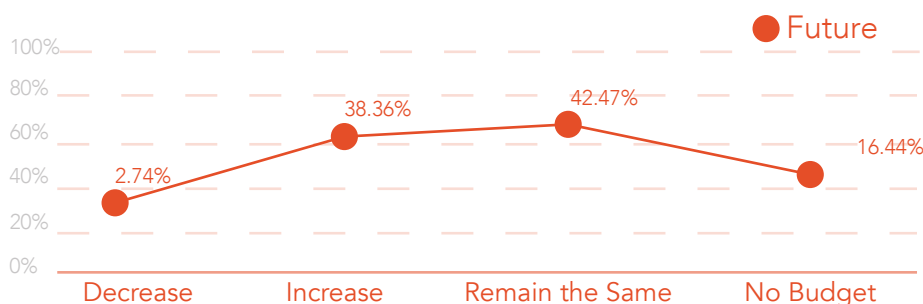
Following were the top 5 technologies GCs are looking to implement in the next 12- 24 months:

Contract Management	51%
Compliance Management	36%
Litigation Management	30%
Legal Updates	20%
Knowledge Management	17%

Top 5 Technologies : Next to be Implemented

Our findings suggest that there is little disparity between the current technologies which are being used by In-house teams and the ones they are looking to implement in the future. On taking a deeper look at this data, we observed that 39% of the GCs have repeated their answers for current and future need for technology. A possible reason for this could be that while GCs have access to legal tech, they are either not using it effectively or due to poor implementation they want to further enhance the current systems and processes for the future. This points to a significant gap in terms of effectiveness of technologies already in use.

Increase in Legal Tech Budgets



The GC's who expect an increase in legal tech budgets in the future, we noticed that 33% of them currently have access to legal tech and use it frequently. This means organisations where technology is being used efficiently will continue to grow and increase their budgets. 30% of the GCs who foresee a further increase in budget, already have a current budget of INR 10 Lakhs - INR 50 Lakhs.

Conclusion

With the increasing volume of work managed by In-house legal teams, adoption of legal tech is becoming a critical success factor. The Vahura Legal Tech Survey 2018, shows that legal tech budgets are on the rise with 53.4% GCs confirming an increase in budgets this year. We also observe a positive correlation between In-house legal teams "with access to legal tech" and "overall efficiency". This demonstrates how legal tech plays a crucial role in improving the overall efficiency of the GC's function. Proactive use of legal tech can benefit both In-house legal professionals, who can handle their workload more efficiently, as well as their business heads, who can benefit from increased productivity.

TRUE NORTH CONTRACT AUTOMATION PROJECT

Introduction

Bayside Tech is a team of lawyers and technologists that focuses on legal process automation. Over the past year, Bayside Tech has worked closely with the team at **True North**, one of India's oldest – and largest – private equity firms. Over a span of 18 years, True North has worked with over 30 businesses and is currently investing out of its sixth fund.

This case study describes how Bayside Tech worked with True North, to help speed up transactional cycles for True North, thereby boosting business efficiencies and time-savings.

Situation

At any given time, True North may be engaged in multiple transactions involving large volumes of deal documentation and negotiation, which may culminate to closing. In mid-2017, True North entered into discussions with Bayside Tech to examine whether any efficiencies could be introduced in its deal documentation processes. More specifically, True North raised the following questions to Bayside Tech:

- Would it be possible to analyse the immense volume of deal documentation that True North had created in its near-two-decade business history, so as to determine typical 'closing' positions in its deals?
- Would it be possible to standardise – and eventually automate – True North's deal documentation?

The strategic objective behind this exercise was to speed up deal closing, and it was hoped that answers to these two questions would help achieve the following tactical goals:

- Articulate 'fair' positions in True North's first-draft deal documents, such that the duration of negotiation and to-and-fro between parties is reduced; and
- Automate first-draft generation of deal documents, based on templates created using such 'fair' positions.

Solution Identification and Implementation

Bayside Tech examined True North's deal documents spanning transactions from the late 1990s to deals fresh off the negotiation table. Using a combination of legal expertise and relational-database applications, Bayside Tech was able to provide a thorough analysis to True North that helped establish both, the typical closing position that True North had adopted on various aspects of deal documents over the course of its business history, as well as the *degree* of automatability of its deal documents.

Bayside Tech's report to True North articulated a clause-by-clause analysis of True North's legacy SPAs, SSAs, and SHAs, including a numerical indicator of the consistency of closing positions for each type of clause, as well as matters such as language and style consistency across documents.

In the second stage of the exercise, Bayside Tech's report was used as the basis for a general briefing document that was sent to select international law firms, identified on the

basis of their transaction experience and expertise, as well as their degree of familiarity with document automation tools. The briefing document articulated True North's requirements, and the manner in which the law firm would have to prepare and provide a template SPA, SSA, and SHA, that could then be used with a document automation tool to ensure speedier first-draft generation.

With assistance from Bayside Tech, True North identified a 'Magic Circle' law firm, headquartered in London, as the drafting law firm. An intensive exercise of template creation involving the drafting law firm, Bayside Tech and True North Legal was then conducted. Clause-by-clause briefing documents were prepared by Bayside Tech with input from True North Legal and shared with the drafting law firm in stages. The law firm's team prepared templates with input from True North Legal and Bayside Tech that not only suited True North's typical closing positions but were also amenable to conversion for use with document automation tools.

Bayside Tech simultaneously conducted a study comparing the features and usability of various document automation tools and presented the same for True North's consideration.

In the final stage of the project, the Bayside Tech team, in close consultation with True North Legal, has commenced the process of uploading the template SPA, SSA, and SHA on to Bayside Tech's **Carta** document automation platform. Developed In-house by the Bayside Tech team, Carta converts contracts into simple questionnaires which, when filled in by a user, generate a first-draft document in less than half the time it typically takes to create such a draft manually. Carta also offers the additional advantages of ensuring accuracy in information insertion and clause manipulation consequent to user choices.

Outcome

The document analysis and automation exercise described above has resulted in time-savings for the True North team. In addition to the SPA, SSA, and SHA templates that were automated in the manner described in this case study, Bayside Tech has also automated a series of simpler documents such as NDAs and Term Sheets that True North can now generate first drafts of, using Carta, in a quick, accurate, and smooth process.

The two foundations of this exercise – determining and articulating 'fair' positions, as well as automating templates based on such 'fair' positions, would help ensure faster deal closing, thereby enabling business growth.

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PROFILES OF WINNERS, FINALISTS AND SHORTLISTS

The Agami Prize was launched in July 2018, to identify and recognise transformative ventures and entrepreneurs, in the areas of law and justice. The prize was awarded in three categories - (i) Industry Category- Legal tech and services that contribute to the evolution of legal industry; (ii) Citizenship Category- enhancing legal capacity or removing legal disabilities; and (iii) Idea Prize - for early-stage initiatives in either of the above categories.

The Agami Prize received 183 applications. The jury panel for the Prize included eminent personalities such as Justice Srikrishna (eminent Jurist), Maja Daruwala (Human Rights Lawyer), Pramod Rao (General Counsel), Shalini Prakash (Entrepreneur and Venture Capitalist) and Ritwick Dutta (Environmental Lawyer).

The Agami Prize is designed and implemented by HumLab (of which Vahura is a co-founder) and Vayam. The Prize is supported by the leading law firm Trilegal, and leading social sector network Ashoka Innovators for the Public (India). It enjoys the thought partnership of leading philanthropy Rohini Nilekani Philanthropies and impact catalyst Omidyar Network.

We present below the winners, finalists and shortlists of the Agami Prize. The winners of the Agami Prize were declared at the Agami Summit, in Delhi on December 5, 2018.

WINNERS

Industry Category:

Provakil (<https://provakil.com/>)



Provakil is bringing the latest in data sciences and management to build a data-driven enterprise that can address different legal industry and justice system use-cases through separate apps, beginning with its popular case and practice management app for lawyers.

Citizenship Category:

IndianKanoon (<https://indiankanoon.org/>)



IndianKanoon has acted as a disruptive force to proprietary models of information and data in the legal industry. By making access open and free, it is challenging the models of well-established tools like SCC Online and Manupatra. It's a simple and effective search engine allows users to use terms familiar to them for search and find results. It also interlinks case laws and judgments.

Idea Prize

Impulse NGO Network (<http://www.impulsengonetwork.org/>)



Impulse NGO Network launched the 'Impulse Model Press Lab' to aid sensitive reporting on cross-border human trafficking. Their fellowship programme for media houses across India, Nepal, Myanmar, and Bangladesh is aimed at improving the quality of reporting of cases of human trafficking, inculcating gender sensitivity and providing technical information to media houses. The Impulse Model Press Lab seeks to further institutionalise the role of journalists in the justice delivery system and in policymaking.

Civis (<https://civis.vote/about>)

Recognising the importance of an active and informed citizenry in the lawmaking process, Civis is taking a two-fold approach to enable citizen participation. First, Civis helps citizens understand these laws/ policies and their impact on them. Second, Civis will enable the government to understand citizen's priorities and gather feedback on policy decisions in real time.



FINALISTS

The other finalists which were considered for the Agami Prize are as follows:

Industry Category:

Lawrato (<https://lawrato.com/>)

LawRato is building a legal advice and services marketplace where citizens can seek legal advice from a community of lawyers, access thousands of pieces of legal advice already sought and provided, and discover and connect with lawyers who can provide them legal services.



Signzy (<https://signzy.com/>)

Signzy is building a suite of tools to ensure trust in the legal, financial, and regulatory processes essential to the future of enterprises. This suite enables secure digital onboarding and ongoing participation for customers using the latest technologies, including Artificial Intelligence and Blockchain.



Citizenship Category:

Aajeevika Bureau (<http://www.aajeevika.org/>)

They provide pre-migration legal counselling to workers and also provide an attendance diary to these workers in which the workers can make a note of time spent on work, overtime, advance paid, and such other details. They have also launched a labour helpline number in collaboration with the State of Rajasthan for workers to reach out to. LEAD Cell leverages mediation as an effective tool to settle disputes as they arise.



Jan Sahas (<https://jansahasindia.org/>)

The first of its kind, this membership-based forum of over 1000 lawyers from the Dalit, Adivasi and SC/ST community, is a powerful platform created by Jan Sahas to ensure greater representation from the Dalit community in the legal system. These lawyers also support the training of survivors of rape and sexual violence and their family members as "Barefoot Lawyers".



Special Mentions:

Honourable Mentions



Other 2018 Shortlists (Industry Category Only)



For more information on the Agami Prize, visit www.agamiprize.org.
If you would like profiles of these ventures or more information,
do write into consulting@vahura.com

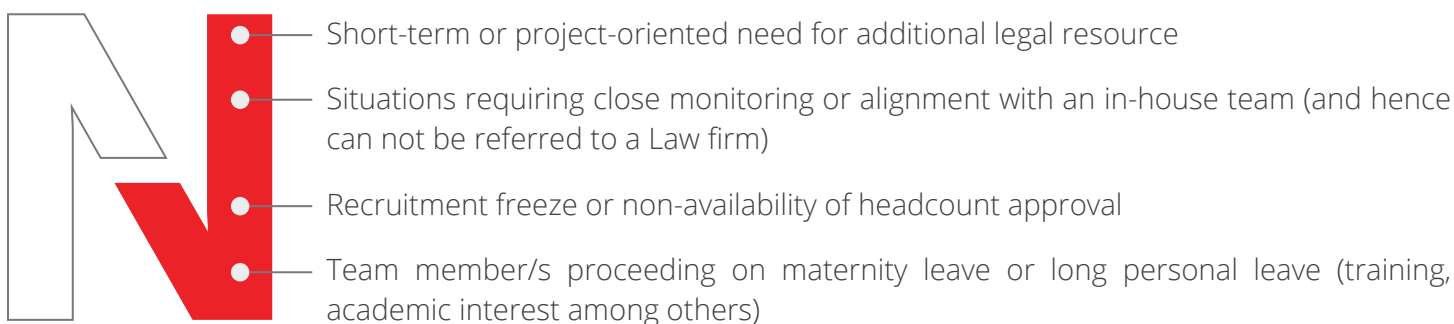
COUNSELECT

A VAHURA INITIATIVE

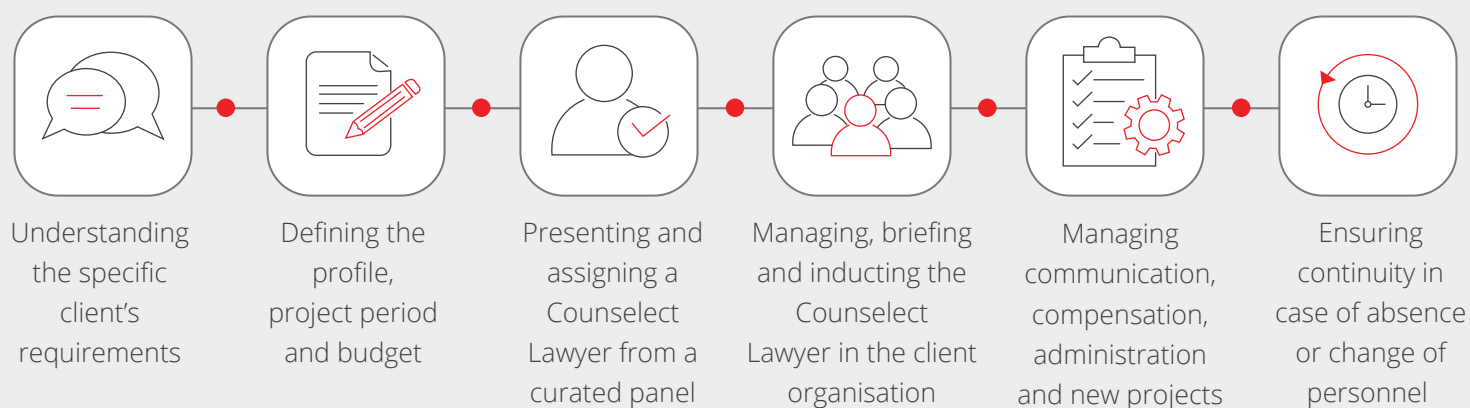
In today's dynamic business environment there is an ever-increasing need for organisations to remain competitive, to think strategically and tactically, to optimize resources and to respond to business challenges in a timely manner.

Counselect is a secondment offering by Vahura, India's largest search and talent consulting firm specialising in the Legal, Compliance and Governance domains. Counselect primarily addresses the legal talent requirements of In-house legal teams by Legal Counsels by augmenting 'capacity' and 'ability'. Under this offering, Lawyers are placed for a set period of time as in-house legal resources with client organisations.

SECONDMENT SCENARIOS



COUNSELECT - STEPS INVOLVED



About **vahura**

Legal Recruitment

We are the recognised market leaders in India and work across Asia and common law jurisdictions. We leverage a unique network of lawyers, chartered accountants, company secretaries and tax professionals for our clients. We recruit primarily at the senior level across Legal, Compliance and Tax for our clients who are leading Law Firms, Corporations, Consulting Firms, Funds and Chambers. We are specialists in M&A and Consolidations of firms and practices.

On:Board - Director Search

We enable professional boards, by helping companies appoint the right Director, through a professional search process. We leverage our network of CXOs, Directors, retired Government officials, finance professionals and lawyers. We've helped Fortune 500 and other companies appoint Independent Directors, Women Directors and Resident Directors on their Boards

Consulting

Consulting at Vahura is about using data and research insights to solve business problems. We aggregate the data, flowing through our system and undertake targeted research to bring an informed perspective to our clients. We are known for our research reports and crafting bespoke solutions for our clients. Vahura Consulting draws upon our industry knowledge and specialist focus to help organisations solve their business problems.

Counselect

Vahura's Counselect solution offers quality legal professionals an opportunity to use their talent and expertise to be part of an organisation's legal team on a project assignment. These assignments could vary from three months to one year. Counselect provides an alternative path for quality lawyers, who want to leave the rat race and still work with blue chip organisations on a flexible basis. The uniqueness of the model is in its complete involvement yet flexible engagement.

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