

ALG SOLUTIONS

The increasing role of project management in law firms

And how it's already transforming legal service delivery

Imagine launching a major business initiative, like an office move, a new software rollout, or a critical campaign without a structured plan. Sounds risky, right? While project management has been deeply embedded in most industries for decades, the legal profession has been somewhat slower to adopt. But that is changing...

There is a growing acceptance amongst international law firms particularly in the US and UK, of the strategic value that dedicated project management professionals bring to large, complex legal mandates. This spans from transactions to compliance projects to cross-border litigation and investigations - from the phasing of deliverables, to identifying dependencies, as well as active progress reporting to stakeholders in different locations across the globe. The upside of legal project management is that it ultimately frees up specialist lawyers to focus on what they do best. It is this integration and combination of legal SME expertise with PM skillsets that really adds value and is now being sought on a range of legal projects.

In this article, we share a real-world example that illustrates why legal project management is not just helpful - it's often essential, especially in complex cross border legal and regulatory mandates.



CASE STUDY:

Supporting a global healthcare client with EU regulatory compliance

Our client, a global healthcare company headquartered in the U.S., needed to navigate EU regulations that required the formation of a European Works Council (EWC). The first phase involved coordinating the formation of a Special Negotiating Body (SNB) spanning 26 countries and 8,000+ employees, all under strict EU laws with different country specific interpretations of legal requirements.

With multiple legal systems, languages, and stakeholders, the project demanded more than legal expertise - it required dedicated and rigorous project management to ensure on-time delivery and efficient management.



ALG SOLUTIONS’ PROJECT MANAGEMENT APPROACH

Cornerstones of our Integrated Delivery Model (IDM)



In this EWC formation project for our global healthcare client, our team of legal project management (Legal PM) professionals in ALG Solutions (**ALGS**) worked with ALG's specialist employment lawyers to support the client through a structured, collaborative approach, focused on delivery and risk mitigation at every stage. This involved weekly engagement with client stakeholder teams across the EU from different functions including HR, Operations and Client service teams as well as key third parties. The ALGS Legal PM team focused on operational requirements allowing ALG's specialist employment lawyers to focus on the significant task of co-ordinating local legal advice from 26 countries into a digestible plan against a very aggressive timeline. The advantages on this plan included:

- Phased planning – Clear deliverables were defined and mapped to the necessary skillsets of everyone involved in the project creating a tailored plan that aligned with the client's business and legal priorities
- Collaborative execution – A secure web portal enabled real-time updates and transparency for the client's senior management team in the US and key client service and operational leaders across EU jurisdictions. This helped to ensure key decisions were made promptly
- Defined roles and responsibilities enabled the ALG specialist employment lawyers and client legal teams to remain focused on interpreting the law and providing optimum advice to senior client stakeholders. The ALG specialist employment lawyers leveraged their network across the EU to provide the required local advice in other jurisdictions. They assisted in interpreting the advice, acting as a central point of contact for our client. Our Legal PM team took full ownership of timelines, operational challenges, and stakeholder coordination underpinning this
- Strategic partnerships – The ALG specialist employment lawyers also identified a third-party vendor to manage all elements of the complex nomination and election logistics required across multiple countries. This third party was managed by the ALGS Legal PM team and the combined co-ordination by ALG lawyers and Legal PM team facilitated a successful result for the client

The result? A seamless, compliant, and cost-effective rollout for the client - delivered on time and with minimal disruption.



How legal project management can be a strategic advantage

Far from being a cost, legal project management was a high-impact investment on this project. Legal PM, working in tandem with ALG's specialist employment lawyers played a critical role in supporting and maintaining project momentum, ensuring this initiative remained a priority for senior client stakeholders based remotely in US, with multiple competing priorities. For a fraction of the overall budget for the project, ALGS Legal PMs:

- anticipated and mitigated risk
- kept timelines on track
- ensured efficient meetings and communication
- provided structured updates to support informed decisions
- worked effectively with ALG's specialist employment lawyers to deliver a successful result



Outcome and impact

Thanks to legal PM and our integrated delivery model, the client benefited from:

- A single point of coordination across a project covering 26 jurisdictions
- Transparent decision-making processes, with individual owners allocated and timely escalation
- Reduced risk of regulatory non-compliance
- Application of industry leading PM tools and governance, which dovetailed with ALG's specialist employment lawyers delivered an outstanding solution, providing the client with a scalable framework and template to use for any future projects

All stakeholders, whether in the U.S. or Europe were aligned, informed, and empowered to act quickly when challenges arose.

Key takeaways

- Legal project management is no longer an optional extra in large, complex legal projects - it is a strategic enabler
- Forward-thinking law firms in the U.S. and U.K. are already leveraging Legal PM to increase efficiency, delight clients, and deliver superior outcomes especially for cross border, complex projects with significant financial outlay. ALG Solutions is proud to be at the forefront of this evolution in the Irish legal market, working with our ALG specialist lawyer teams to ensure timely and effective delivery of large mandates using our integrated delivery model
- As more firms recognize the transformative power of Legal PM, it will become a cornerstone of modern legal service delivery, driving value, clarity, and success for both clients and legal professionals

Get in touch

If you are exploring how legal project management could benefit your business or organisation, we would be happy to connect.

Key contacts



Katie O'Connor
Partner and Head of ALG Solutions
+353 1 649 2591
koconnor@algoodbody.com



Mark McErlane
Senior Project Manager
+353 1 649 2252
mmcerlane@algoodbody.com



Thomas McDermott
Head of Programme Management
+353 1 649 2112
tmcdermott@algoodbody.com



Guneet Kaur
Senior Project Manager
+353 1 649 2462
gkaur@algoodbody.com