



TRANSFORMING FLEXIBLE LEGAL TALENT:

How a Leading Financial Services Firm & Consilio Achieved Long-term Success



Client Challenge: Rising Costs & Inefficiency

Facing escalating legal costs and seeking operational efficiencies, a global financial services firm sought to transform its flexible legal talent (flex talent) model by reducing its reliance on outside counsel costs in strategic areas. Partnering with Consilio, the firm developed a high-performing, specialized team of legal professionals delivering equivalent work product quality and expertise in-house.

To achieve this, the organization envisioned a unique role for legal professionals—offering the flexibility and autonomy of contract work along with the career development opportunities and stability of traditional positions. They believed carefully packaging this offering would attract top-tier legal talent in a mutually beneficial dynamic. However, implementing such a model required tight coordination, strong leadership, and the right talent management partner. They found this partner in Consilio.

Building the Solution: A Partnership with Consilio

Nearly two decades ago, the firm launched its long-term flex talent program with Consilio as a key partner. This program has since grown organically and continues to be well-regarded within the organization. Financially, the program achieves substantial cost savings, having reduced outside counsel expenses by approximately 75% annually for the same services.

Together with Consilio's Talent Solutions team, the program has expanded to over 30 resources across a wide range of legal roles, including experienced litigation and transactional attorneys, expert paralegals, and tenured document review and litigation support specialists. These resources support the firm across various legal functions, including broker-dealer litigation, regulatory investigations, and commercial contracting.

The program's leadership remains committed to continuously evolving and improving the long-term flexible legal staffing initiative, actively seeking feedback from participants. As a result, many legal professionals have remained with the program for five years or more, with some transitioning into full-time roles within the organization.



Consilio Talent Solutions team helped reduce client's annual outside counsel expenses by approximately

75%

Personal Impact: Employee Experiences in the Flexible Legal Talent Program

Understanding the needs of modern legal professionals who desire more flexibility in their work was crucial to the program's success. Consilio's Talent Solutions team played an essential role in sourcing the ideal candidates and ensuring that these candidates were a great fit for the unique demands of the program's high-visibility, high-profile work. By leveraging their deep industry knowledge and extensive network, Consilio identified and attracted top-tier legal talent who value both flexibility and professional growth.

Additionally, Consilio has been instrumental in managing the program on the back end, providing ongoing support and ensuring smooth operations. Their expertise in recruitment and operating models has been key to maintaining the program's high standards, allowing the client to focus on strategic goals while Consilio handled critical staffing logistics.

"Consilio's Talent Solutions team was the perfect partner to build our long-term flexible staffing program," said a program leader. "Their expertise in sourcing top-tier legal professionals who align with our vision has been instrumental in the program's success. With Consilio's support, we've been able to attract and retain highly skilled contractors who bring valuable experience and stability to our legal team, enabling us to operate more efficiently and effectively."

The program boasts a wide range of participants with diverse work lifestyles, including parents returning to the workforce who need the flexibility to balance professional and family responsibilities, military spouses requiring adaptable work schedules due to frequent relocations, and seasoned legal professionals transitioning toward retirement who are not ready to leave the workforce entirely. This diversity enriches the program and brings various perspectives and experiences to the client's legal team, enhancing overall performance and innovation.

Several long-term legal professionals have shared that the program's flexibility has allowed them to take on high-impact and exciting projects while enabling them to be more present at home, achieving a balance often hard to find in the legal profession. This unique combination of

professional fulfillment and personal balance has made the program particularly attractive to those who value career advancement and family life.

One program participant, a military spouse and legal professional on the team since 2021, highlighted the value of the program's flexibility in maintaining a stable career path despite frequent relocations. "The flexibility of this program has been invaluable. I've had to relocate several times, but my work has been seamless. The flexibility has allowed me to adapt my job to my lifestyle, work alongside high-caliber people, lead projects, and grow my career," she said.

This experience illustrates how the program provides flexibility for professionals to balance dynamic home lives with stable careers. This same level of adaptability resonates with others in the program, including a senior legal professional who transitioned from an executive role to a contractor. "I love the work I do—it hits a sweet spot of being specialized, impactful, and important to what the team needs," she shared. "The flexibility helps us balance our household, and I cherish the time I can spend at my kids' events while continuing to do work I'm passionate about. I'm very happy where I am."

For many team members, the flexible legal talent program offers the ability to manage personal responsibilities while engaging in high-profile, meaningful work. The program continually provides challenging and rewarding legal projects within a supportive culture of trust and respect.

This combination encourages long-term commitment to the program, allowing legal professionals to grow in their careers while maintaining a balance that is often difficult to find in traditional law firm environments.

Another team lead who has been with the program for over a decade expressed, "I can't see myself ever going back to a law firm again. The combination of interesting work and the flexibility to manage my schedule has kept me engaged for over 10 years."

Another program member highlighted the program's commitment to growth and professional development. "I've been part of this program since 2016 not just for the flexibility but because the work is consistently interesting and rewarding," he noted. "The team really invests in our growth, offering CLE credits and various opportunities that keep us advancing. The teamwork here is exceptional—

everyone pulls their weight, and the feedback is always constructive. The integrity and trust within this team are unmatched."

These personal stories reflect the broader success of the flexible legal talent program, where challenging, high-impact work is paired with the autonomy and balance many legal professionals seek. Through its investment in both professional development and personal flexibility, the program has created a unique environment where legal professionals can thrive, excel, and feel genuinely valued.



“The combination of interesting work and the flexibility to manage my schedule has kept me engaged for over 10 years. I never thought I’d stay in this role for so long, but the quality of the work and the autonomy I have here make it hard to imagine doing anything else.”

Reinventing Flexible Talent Solutions

Operational flexibility is another critical component that adds significant value to the program and aligns with the broader business objectives of the client organization. By design, the program allows internal teams to dynamically adapt their staffing needs without increasing permanent headcount, providing a scalable solution that meets fluctuating demands efficiently.

Flex talent professionals work remotely but are encouraged to attend on-site meetings to foster personal connections, ensuring they remain integrated within the client's operations. Individuals also have the flexibility to choose their work hours and influence the types of assignments they undertake, leading to higher satisfaction scores and retention rates across the program.

Building and investing in lasting relationships with flex talent professionals has further enhanced the program's effectiveness. These enduring partnerships allow internal teams to move quicker, dive deeper, and operate more efficiently because they do not need to repeatedly hire and train for the same positions with new candidates. These individuals can build on their foundation of processes and knowledge within the organization, contributing to a more cohesive and robust legal team. This continuity not only benefits the flex talent individuals, who gain valuable experience and stability, but also ensures that the client maintains a high level of expertise and consistency in its legal operations.

Flexible Talent vs. Traditional Big Law Models

The stark differences between traditional Big Law models and the client's flexible legal talent program are evident in financial and well-being outcomes. Large, high-performing organizations like Big Law firms often grapple with employee burnout, which comes at a significant cost.

A [recent survey](#) of over 3,800 Big Law attorneys revealed that 17% feel emotionally depleted by their work, and over 50% have taken time off in the past three months due to mental health difficulties. Alarming, 26% of respondents considered quitting to care for their mental health, with many citing a lack of support from their firms. These challenges translate into significant financial losses, with poor mental health issues leading to nearly 10% in annual staffing cost losses—an average of \$22 million per firm.

Comparatively, the client's flexible legal talent program is financially efficient and fosters a positive work environment that supports its legal professionals. Financially, the program achieves substantial cost savings, reducing outside counsel expenses by approximately 75% annually for comparable services. This significant reduction in spending allows the client to reinvest resources while maintaining high-quality legal work.

The program also excels in ensuring employee satisfaction and well-being. A recent internal survey of participants in the program found that 100% of respondents are satisfied with their work-life balance and the flexibility of their roles.



This flexibility is key to preventing burnout and ensuring long-term engagement. In contrast to the burnout and attrition seen in traditional law firms, 93% of program participants reported being excited about their future in the program, with 80% planning to continue working in the program for at least two more years.

The program promotes inclusivity and growth, with 93% of respondents believing people from all backgrounds—regardless of race, gender, religion, or other factors—can succeed. Additionally, 67% feel they have growth opportunities, and 73% believe their managers provide clear goals, performance feedback, and professional development support. These results highlight the program's ability to nurture a diverse and empowered workforce, which can be challenging to achieve in traditional Big Law firms' hierarchical, high-pressure environments.

Collaboration and mutual respect are core values within the client's flexible talent model. 87% of survey respondents believe their teams work collaboratively, emphasizing cooperation rather than competition. This collaborative culture starkly contrasts with the competitive and often isolating environment reported by Big Law attorneys.

In summary, the client's flexible legal talent program is not only a financial success but also a model for employee well-being, job satisfaction, and inclusivity. By prioritizing flexibility, professional development, and collaboration, the program creates an environment where legal professionals can thrive both personally and professionally.

Consilio Flexible Talent Program Survey Results



Key Takeaways

The enduring partnership between the client organization and Consilio has been a resounding success, transforming the client's legal staffing approach and delivering substantial operational and financial benefits. By deeply understanding the evolving needs of modern legal professionals and leveraging Consilio's expertise in sourcing and managing top-tier talent, the client has built a robust, high-performing team of flexible legal professionals that consistently delivers exceptional operational support. Through a combination of innovative strategies, advanced technology, and a steadfast commitment to flexibility, the program has not only met but consistently exceeded its goals, achieving significant cost savings, streamlining operations, and enhancing overall organizational value.

The long-term flexible staffing program stands as a model of excellence in the legal industry. It demonstrates how a strategic partnership and an agile workforce can effectively address complex legal challenges while fostering collaboration, innovation, and inclusivity. By prioritizing both operational efficiency and employee satisfaction, the program has created an environment where legal professionals thrive, contributing to sustained success and long-term retention. The satisfaction of all parties involved—the client's internal teams, flexible legal talent, and Consilio—underscores the program's impact and its potential as a blueprint for other organizations seeking to modernize, scale, and innovate their legal staffing solutions in today's competitive and dynamic business landscape.



Consilio's Flexible Talent Solutions

Enhance your team with Consilio's expert legal professionals. Whether you need flexible in-house lawyers, paralegals, compliance specialists, or legal ops experts, we provide tailored solutions to fit your needs—on a fixed-term or flexible basis.

With 4,500 legal experts across 25+ countries, Consilio delivers localized expertise with global reach, helping you reduce risk, control costs, and achieve your goals efficiently.

Our Solutions:

- Legal Secondments
- Structured Teams
- Direct Hire Placements
- Review Staffing



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