



## Legal Innovation at Boehringer Ingelheim A Platform For the Future

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## WHO WE ARE

- Legal Innovation ThinkTank | Legal Innovation Platform
- **Task: Shaping the Boehringer Ingelheim Global Legal Function for the future**  
by
  - Identifying future trends and exploring needs
  - Engaging with internal and external parties | Building innovation networks
  - Implementing innovative concepts and initiatives within the Global Legal Function
  - Being a role model for innovative thinking
- Green Field approach | Think big | Think bold | Think outside the box
- Diverse and self-organizing global team | Six team Members from different countries and backgrounds
- Decentralized and fluid organizational structure

## WHAT WE DO

- Bringing Innovative Ideas to Life
- **Vision 2025** of the Boehringer Ingelheim Global Legal Function **developed by the Legal Incubator:**

A superfluid organization able to atomize and swarm to fulfill its own needs and the needs of the business. We are the navigators who can tell the business where to start and how to arrive, and how to get there safely, using our wealth of current and historic knowledge

- **Superfluid** means a multi-faceted workforce which can disperse into the organization outside of traditional structures
- **Atomize** means that advice and information will be dispersed and available to the business through multiple channels and, where possible, on demand, freeing up our human resources for more high-value work
- **Swarming** means a self-organized workforce that deploys to meet the needs of the organization when and where needed, optimizing our resources and our developmental opportunities

## WHAT WE DO

- **Memory** means the collective knowledge and experience of the legal function made available to all lawyers on demand and allowing us to work with far greater expertise than our individual experience alone allows for
- We will **Evolve** our understanding of what it means to have a career and our obligation to the organization and the people within it
- **Making the Vision a Reality:** Innovation initiatives in the four categories **Legal Tech (Strategy & Implementation) | People Development & Talent Management | How we work together | How we provide legal services to the business**
- **Examples of implemented innovation projects** in the Global Legal Function:
  - Self-service automated contracting tool EFECT (Easy Front End Contracting Tool) for a variety of contracts
  - In-House Legal Innovation Roundtables in Germany and the U.S.
  - Secondment 4.0
  - Swarm Pilot

## ASPECTS TO CONSIDER WHEN FORMING AN INNOVATION TEAM

- Leadership Support | Tone at the Top
- Resources (Time and Money) | „Space for Innovation”
- Team Selection | Open Application Process?
- Team Structure
- Team Composition | Diversity
- Clear Goal | What are you trying to solve?
- Team Interaction | Meetings (online and F2F)
- Guiding Team Principles | Team Charter

## CONTACT DETAILS



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