

There are 52 Law Firms in the US & Europe with a CINO

Big Law



SULLIVAN & CROMWELL LLP
mccarthy tetrauit
SEYFARTH SHAW
STOEL RIVES LLP
ATTORNEYS AT LAW
THOMPSON HINE
NIXON PEABODY
Sheppard Mullin
WILSON ELSER
crowell & MORING
McDermott Will & Emery
BAKER DONELSON
DLA PIPER
Hogan Lovells
FOLEY & LARDNER LLP
DENTONS
Baker McKenzie
BRYAN CAVE
Littler
Employment & Labor Law Solutions Worldwide

Mid Law



BLG
Borden Ladner Gervais
BERGER SINGERMAN
bernieri & partners
MCG
MATERN LAW GROUP, PC
HAUPT LAW
VanDoorne
HOUTHOFF

Vendor



DTI
LEVEL 2 LEGAL SOLUTIONS



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What is the Motivation for Creating the CINO Role?

1. **Move The Needle**
2. **Drive New Market Share** - Net New Revenue
3. **Design & Develop Client 1st initiatives** - new solutions to client issues/challenges
4. **Establish R&D Function** - EX: Sandbox/Toolbox/Flower Box Next-Gen Technology & artificial intelligence
5. **Identify and Scope Next-Gen Business Models**
6. **Address Client Expectations** - Improve Client Experience, Bring/drive value for clients
7. **Jump Start/Elevate Cultural Change** - (Catch 22)
8. **Design and align internal strategy with structure**



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Core Skills & Competencies of a CINO

Core Skills and IQ's - Competencies

(What competencies - How competencies)

1. Tech IQ - W
2. Financial IQ - W
3. Business IQ - W
4. Legal IQ - W
5. Political IQ - internal and external - H
6. Social IQ - internal & external - H
7. Innovation IQ - H
8. Communications Savvy - H
9. Ability to Persuade - High Impact Storyteller - Mobilizer - H
10. Expert generalist - Understanding client needs & understanding the market
11. Inward Focused - Outward facing

The Effective CINO is Entrepreneurial

(Maverick - Doer)

1. They make decisions
2. They invest in activities and assets that aren't a sure thing
3. They persuade others to support a mission with a non-guaranteed outcome
4. They embrace (instead of run from) the work of doing things that might not work



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CINO Compensation

Law Firm Base Salary: \$350,000 - \$525,000, plus 30- 40% bonus

Total Cash Compensation: \$650,000 –\$800,000

Corporate Base Salary: \$225,000 - \$450,000, plus bonus and various stock packages



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