

Award	Firm	Originality	Rationale	Impact	Total innovation score	Comment
Standout	JunHe	7	9	8	24	Moved more than 80 per cent of the partnership from performance-based compensation to a modified lockstep version by allowing partners to opt in voluntarily. Partners can choose to pool the remuneration they receive to be redistributed according to the new system, which compensates partners based on both seniority and performance. It has transformed the partnership's culture, and paved the way for closer management of practices and teams.
Highly Commended	Bird & Bird	9	8	6	23	The "GC for a Day" scheme offers six students from top Australian universities the chance to experience a day in the life of an in-house lawyer. It has built the firm's profile, deepened client relationships, and raised awareness of in-house legal career paths.
Highly Commended	King & Wood Mallesons	7	8	8	23	Project Contribution removes fixed billable hour targets and utilisation metrics for assessing lawyers' performance. Some 22 per cent of the firm's lawyers in Australia are now measured against a wide range of tailored priorities including client development, innovation activities, and research and development time.
Commended	Baker McKenzie	7	8	6	21	Implemented bAgile, a global programme to improve access to flexible and agile work arrangements. The initiative accommodates cultural and working practice differences across Asia-Pacific while ensuring a consistent approach across the firm.
Commended	Ashurst	6	7	7	20	New technology, processes and a dedicated work allocation manager have been implemented to more efficiently and fairly distribute work across the firm's offices within Australia, and increasingly between Australian and overseas offices.
Commended	Trilegal	6	7	7	20	The TMT10% initiative allows lawyers to spend 10 per cent of their time understanding new and evolving areas of technology. Research developed in the programme has allowed the firm to build its expertise and contribute to national policy.
Commended	Herbert Smith Freehills	6	6	7	19	As part of a comprehensive diversity and inclusion programme, a special focus on multicultural diversity has seen the firm promote more local lawyers in Asia-Pacific.
Commended	Mayer Brown JSM	6	7	6	19	A workshop for senior associates run with the NYU Stern School of Business trains lawyers to make better decisions about risk, and to better understand risk within clients' businesses.
Commended	Nishith Desai Associates	7	7	5	19	Developed a mobile application to match available resources in the firm with under resourced projects. It helps to decentralise work allocation, allowing lawyers to request resources and bid for work directly.
Commended	DFDL	6	6	6	18	A new career development framework ensures lawyers develop a broad range of legal, business and leadership skills as they progress at the firm.