

Award	In-house legal teams	Originality	Leadership	Impact	Total innovation score	Comment
Standout	Walmart	7	9	9	25	In line with a company-wide initiative to increase diversity and inclusion in spending on procurement, the legal team of the supermarket group has taken a tough stance with hiring external counsel. Since 2011, the initiative has seen notable increases in the hiring of female and ethnically diverse fee earners and Walmart now demands demographic data from all legal services suppliers. In addition, over \$56m of spending has gone to women-owned law firms in the five years to 2016.
Highly Commended	GE	8	7	8	23	The team partnered with consultants EY to map risky jurisdictions and implement a system for "just in time" training for lawyers. Training modules are flagged at appropriate times, such as when a lawyer is travelling to a particular jurisdiction, improving overall retention of information.
Highly Commended	Credit Suisse	7	8	7	22	The bank's team played a leading role to establish an industry-wide effort, the Empowerment and the Advancement of Diversity (LEAD). This is a mentoring programme to connect in-house lawyers at financial institutions with diverse associates at law firms to help these associates develop business relationships.
Commended	Southwire Company	6	8	7	21	The manufacturing company's in-house team is supporting career progression by providing legal training to administrative assistants to become paralegals, and business training for lawyers seeking to move laterally into a business-oriented role.