

This is the second of two columns lightheartedly assessing technologies, measurement tools, and outside counsel management techniques specifically for the *people* in legal departments.

Legal Stars 2

BY RONALD F. POL

Libra—the Scales

24 September–23 October

Seemingly happy to go with the flow, things usually fall into place for Librans because they're fantastically beautiful, sympathetic, and intensely interested in others. This makes them great at managing outside counsel, but they're also the world's biggest spenders—so it's good to have someone else help manage the budget.

Librans can excel at managing the ethics hotline and compliance reporting. They're great to tell secrets to—although sometimes that's because they never listen to anything properly and promptly forget everything.

Scorpio—the Scorpion

24 October–22 November

Scorpios have a brain sharper than a computer; no challenge is too difficult, and nothing escapes their notice. They excel in some of the most technical areas of legal practice. The dramatically mundane precision of intellectual property suits them perfectly.

In law department management, Scorpios enjoy being the power behind the throne. This way, they can quietly manage things to get what they want. Well-modulated and cultured, Scorpios' wonderful voices are used well in persuasion.

Sagittarius—a Centaur

23 November–21 December

Fun-loving, generous, and friendly, Sagittarians are great company because they're interested in everything and everyone. This makes them great embedded counsel, working with the most entrepreneurial business managers.

They can seem a bit rude, but that's only because they're very honest and say exactly what they think. Sagittarians need to meet new people and explore a variety of ideas. They work well with regulators, applying their pleasant and nonhostile approach to great effect.

Capricorn—the Goat

22 December–20 January

Capricorns are great in emergencies. With stock price crashes and product liability claims they shine; poised, beautiful, and adept at using charm to get around prickly people. Creative, sensitive, and patient, they make great leaders; but on a bad day they can be moody. As general counsel, they need a partner with more pizzazz to deal with marketing the legal department while they keep an eye on the books.

Their nit-picking habits can infuriate others, and some have a tendency not to listen. Early in their career you can soften this by asking them to conduct the department's survey of internal clients to assess performance. They might start out thinking they know it all, but the insights they gain will have them expanding the program's effectiveness.

Aquarius—the Water Bearer

21 January–19 February

You can't tell an Aquarian anything—they already know! They're original, inventive, and very smart, but nearly always late for team meetings because time means nothing.

Clever, friendly, and kind, Aquarians are easy to make friends with but probably the hardest to really know. They're often more comfortable with acquaintances than those close to them. This makes them great as the main legal department liaison with law firms; their gregarious nature will warm even the most hardened outside counsel.

These people can, however, be eccentric in the way they dress: football socks with a suit as they make a point of being different. Be careful about trying to impose a dress code, as conformity can make them feel unsettled and uneasy.

Pisces—a Pair of Fish

20 February–20 March

Pisceans can amaze people with their uncanny predictive ability. The finance team likes them because, with Scorpio, they're about the only lawyers who actually understand their most arcane tax arrangements.

They are, however, probably the first to start a rumour and can find it hard to keep a secret. Ironically, perhaps, this is valuable if you need to make sure the finance team doesn't let things get so complex that tax "arrangement" should more accurately read "shelter," "dodge," or "avoidance scheme."

Ideal for maintaining links with international colleagues, Pisceans should be encouraged to attend overseas conferences to bring back new ideas. Creative, clever, and resourceful, these people can achieve a great deal. 🦋

With thanks and apologies to www.kellystarsigns.com for core descriptions shamelessly borrowed and bent.

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