

# Paul Hastings Puts Summer Associates on the Fast-Track to Success with vi Global's Internship Management Solution



To automate the management of projects assigned to over 100 summer associates across ten U.S. office locations, Paul Hastings turned to vi Global. The results were transformative.

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## Goals

» Better assess summer associate skill-levels, strengths, and areas for improvement during a compressed 10-week program.

» Centralize and standardize program administration processes across 10 U.S. locations.

» Speed and streamline the summer associate evaluation process to increase timely submission and improve feedback to program participants and administrators.

» Optimize the distribution of over 1,500 work assignments based on each summer associate's capacity and skill level.

## The Solution | Results

» **Dashboard control of projects:** Leveraging data-at-a-glance intuitive dashboards, program managers gain visibility into task-level project lists. Performance summaries identify skill strengths and weaknesses.

» **Unified, central administration:** Local teams govern and customize work assignments, provide coaching, and engage project leaders while centralized teams take a bird's-eye view of the entire program. vi's platform delivers robust analysis, ranking and resource alignment across a diverse and distributed office community.

» **Automated, real-time communication:** Advanced digital program management puts the focus on people, not paperwork, freeing HR teams to coach. An automated evaluation process turns lagging reviews into real-time actionable insights and diverse task-level feedback.

» **Alignment of resource availability, skills, and interests:** Program analytics guide assignment distribution by skill and interest ensuring each associate gets a fair share of work, stays engaged and is never under- or over-loaded. Improved visibility leads to a more personalized and fulfilling summer experience.



A distributed, global talent management team eliminates manual program administration, powers real-time, two-way evaluations, and puts coach and mentor focus on new employee success.



*“Our early career and summer associate groups are millennials who want real-time feedback using a tool that’s as easy as any sharing app. vi delivers exactly that experience for all of our team members.”*

- Kate Ford, Talent Acquisition Manager, Paul Hastings, LLP

## The Solution

In partnership with Paul Hastings’ Talent Acquisition team, vi defined a flexible and scalable solution to manage the allocation, tracking, and evaluation of over 1,500 projects assigned to more than 100 summer associates working across ten U.S. office locations. Automating their summer associate program freed a broad team of mentors to focus on people, cultural integration and success, not spreadsheets and paperwork.

*“vi’s solution has completely changed the way we do business in Talent Acquisition. The platform has helped us build and refine our summer associate recruiting roadmap. We analyze evaluations to identify skill gaps and we adjust our recruiting strategy to better identify applicants who will thrive in our environment. This must-have tool has made us more efficient, effective, and competitive in not only managing our summer associate program, but also delivering an exceptional employee experience.”*

- Kate Ford, Manager of Talent Acquisition, Paul Hastings, LLP

### About Paul Hastings, LLP

Founded in 1951, Paul Hastings is a leading global law firm dedicated to helping their clients and people navigate new paths to growth. Recognized as one of the world’s most innovative firms, Paul Hastings’ team of over 1,000 lawyers across 20 locations has grown revenue to surpass \$1 billion. Paul Hastings is consistently ranked among the best global firms and best firms to work for.

Engaging, exciting, and empowering their people is core to the Paul Hasting culture. Continually infusing a diverse, high-energy team with emerging talent begins with an industry-leading summer associate program.

### About vi Global™

vi transforms hiring people into unlocking their passions. Our purpose is clear—to help our customers and their people thrive in a workplace that ignites innovation through passion. With a strong presence throughout the U.S. and Canada, vi is recognized as one of the industry’s most innovative talent management solution designers. Visit [viglobal.com](http://viglobal.com) to learn more and connect with us on Twitter and LinkedIn.

