

BRYTER

The General Counsel's Guide to No-code

Everything in-house legal teams need to know about no-code,
what to build and how to benefit



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Introduction

The role of a General Counsel is that of an enabler. They are at the forefront of companies, providing strategic guidance to commercial and management teams while ensuring company-wide legal, regulatory and governance compliance. Yet the challenges they face have soared.

On the one hand, their role has broadened: facing more regulation, more data and more business risk.

Meanwhile, disparate legacy systems and information scattered across departments lead to a lack of insights and overly complicated internal workflows. These translate to slower, less informed business decisions and an elevated risk of non-compliance with key policies, resulting in lower quality outputs and increased costs.

Then there is the issue of budget. As the challenges mount, General Counsels are forced to spread their resources thin. Highly paid legal experts are working on repetitive, manual tasks, lowering the overall team efficiency and morale. Being an integral part of the company's day-to-day and strategic activities, this turns the legal team from business enablers to actual or perceived bottlenecks that slow down commercial activities.

To support legal teams in focusing on more strategic work, General Counsels look to technology solutions—and traditionally have had two options open to them.

Their first option is their IT team. However, this is fraught with difficulty. IT teams are themselves completely inundated with requests, especially following the pandemic and the move to working remotely. It can take months, or longer, to get the time and resource needed from IT, or simply the needs of the legal team are deprioritized compared to the rest of the business. According to research firm Gartner, market demand for apps will outpace IT's ability to deliver them by five times in 2021 alone.

Their second option is to hire external software developers to build a custom solution to meet their needs. However, given already thinly-stretched budgets this is rarely a viable option given the very high costs associated with a custom build.



And in any event, both options share a common challenge: the gap between the expert knowledge of in-house counsel and the technical skills of the software engineers. The result is a huge amount of time and money spent in developing a solution that is difficult to maintain, putting even more strain on the team.

However, there is now a new path open to General Counsels: no-code. With no-code, GCs empower their teams with the tools to build their own digital applications, and deliver digital innovation without the need for expensive, lengthy IT projects.

In this Guide, we look at what no-code is, its history, how it developed into a valuable tool for legal teams and the positive business outcomes these teams achieve with it.

No-code 101

The future of enterprise technology is no-code, self-service and immediately usable. In this section, we break down what no-code is, how it has evolved and why it fits so perfectly with the modern business.

What is no-code?

No-code is a way to build software applications without any programming knowledge. It empowers those with subject matter expertise with the tools to build themselves, quickly.

In operational terms, no-code uses building blocks and forms to design the logic behind the application. This model, or form-driven graphical development environment, is particularly well suited to those who do not have programming skills, or even those who do, but value the visual representation of logic.

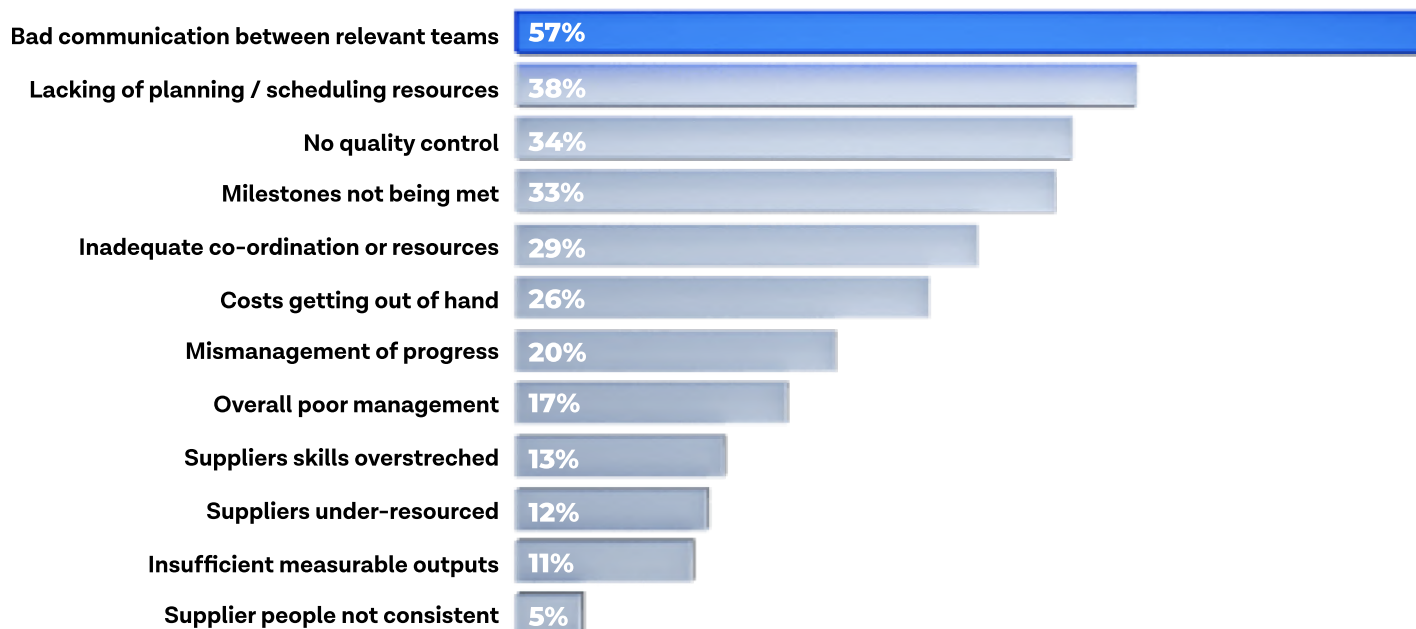
No-code creates representations of business processes and application flows using logical decision trees that can be changed, edited, reused and updated to deliver positive business outcomes.

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of application development will be low/no-code by 2024

2019 Gartner Magic Quadrant for
Enterprise Low-Code Development

Major causes for failing IT projects



KPMG

But why the “sudden emergence” of no-code? In short, because operational versatility and informational availability have become key drivers of business growth and companies need to ensure hyper-availability of services, both internally and externally.

To develop a piece of software with code (or “legacy programming”) requires a lot of effort and shows little value, especially in the early stages. Databases and architecture, integrations and connections between different parts of services, and the software frontend all need to be built and established from scratch and then customized to specific business needs. This requires a significant investment of resource from all departments: IT, software developers and internal stakeholders.

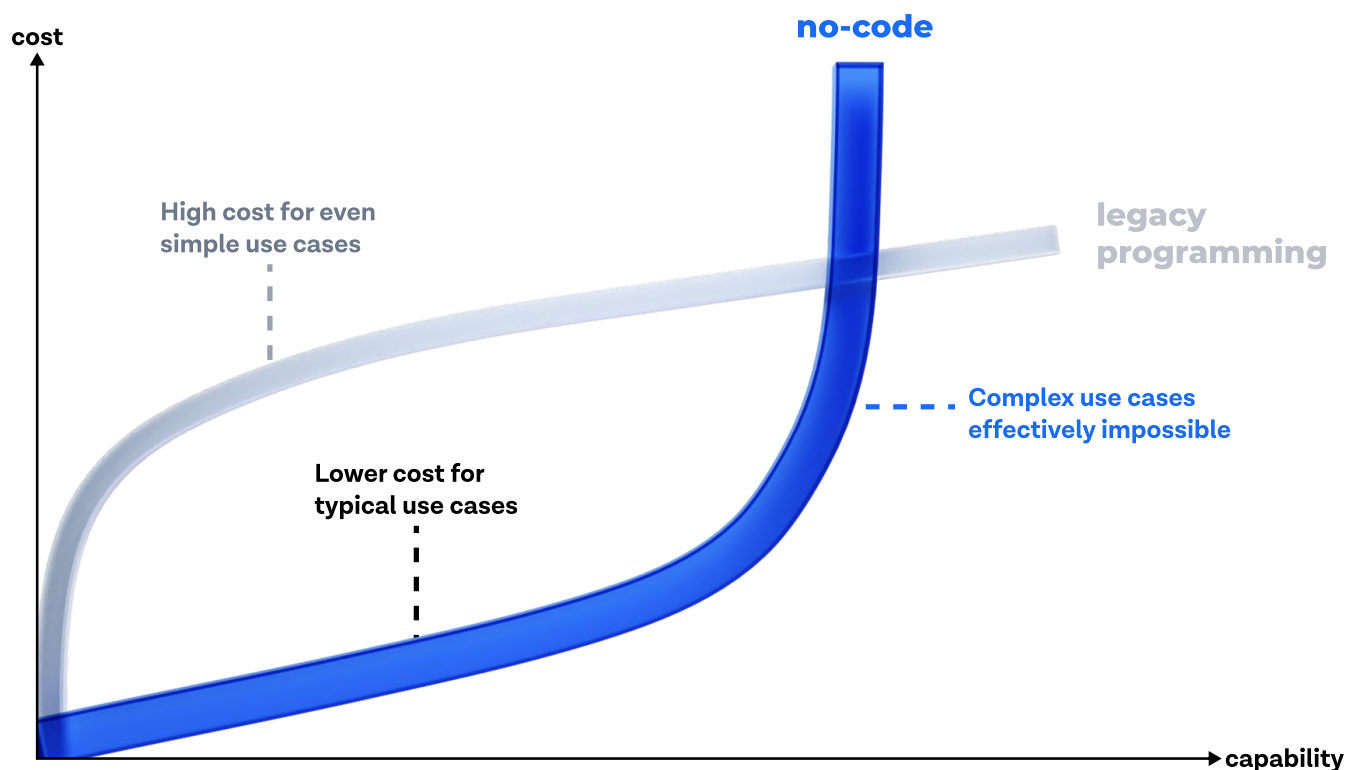
At the same time, it is inter-team communication that acts as the biggest obstacle to the successful completion of IT projects.

Also, the visual nature of traditional code gives a limited sense of structure to non-technical stakeholders. Until the final product is delivered, they are given only a modest grasp of what a piece of software will do for them. With some initial investment, this trajectory of development can be brought into a more linear shape, but that requires budget and time that departments may lack.

On the other hand, no-code allows non-technical stakeholders to take the lead in developing software. With no-code, the focus shifts to configuration. Anyone can configure, with no coding skills. And, no-code platforms come with pre-built features, including databases, hosting, integrations, even some of the security aspects are already included.

But what about the complexity of the project itself? As the solution capabilities increase, so do the costs—of both code and no-code.

The key difference is that no-code enables delivering the same level of capabilities at a much lower cost for a large number of projects. Only when a certain level of complexity is reached, when the coding needs cannot be easily anticipated and when highly specific requirements need to be included, does the cost of no-code rise exponentially as well, and teams turn to some custom code. These highly specific requirements can too be solved with no-code: through integrations and API, no-code delivers the value on two fronts: easily build foreseeable projects and allow complex projects to be built on top of more basic applications which address lower complexity issues.



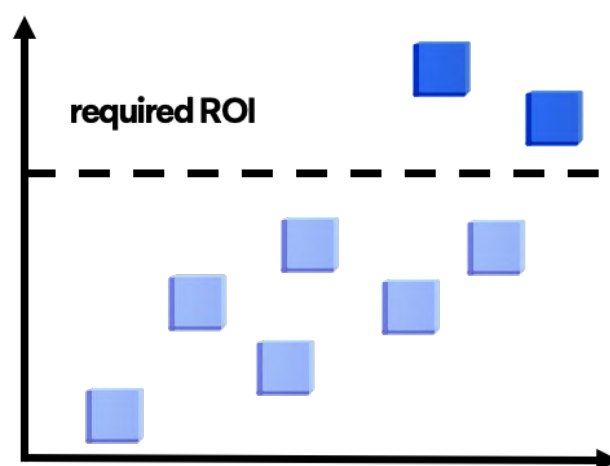
No-code and legal ops

The core value of no-code is best seen in the way it enables business experts across the company to turn specific workflows, applications, decisions and knowledge into digital applications, without asking for complex, costly applications from IT teams or external software developers. No-code brings the highest value to enterprises and legal teams in allowing automation of low-complexity, repetitive, yet slightly different tasks, enabling these professionals to focus on the more complex, bespoke work.

The timing of no-code emergence and adoption in legal operations follows a similar pattern. In-house legal experts today face numerous requests, each slightly different from the other. Building a single tool to address these requests does not work.

Building several tools with custom code to address these requests also does not work, as most of these problems are not a reason enough for the company to spend its resources: there is simply not enough ROI to invest.

But these requests, while not a priority for the company, are a major obstacle for in-house legal teams, dragging down their efficiency and keeping them unprepared to address the rising workload. That is where no-code helps—it enables legal teams to build their own tools, without any coding required and within the approved budget.



The history of no-code

While no-code may seem like a brand-new concept, it has in fact been around for decades, it was just called something else.

Take Microsoft Excel, it is one of the most widely used enterprise resource planning (ERP) software pieces out there – and its popularity lies largely in the fact that it lets anyone make complex business decisions with as little as a click. Similar tools, including Shopify, Typeform, and WordPress have all empowered people to build online shops, forms, and websites without ever having to learn to code.

“Measuring programming progress by lines of code is like measuring aircraft building progress by weight.”

– Bill Gates

Since the early eighties, when the desktop PC arrived, business leaders were worried that the world would run out of programmers as the number of computers in use exploded. For them, codeless design was a must.

Then came the rise in the volume of code as applications bloomed into complex, storage-hogging beasts. As each enterprise developed its own applications, these efforts started to require large, dedicated teams of managers, coders and 24-hour troubleshooters. This was not a sustainable effort as megabytes became gigabytes, then terabytes of code and data.

The need for businesses to solve problems faster, improve customer experience and increase operational efficiency has since brought no-code firmly into view. And while no-code has gained momentum in recent years, it was back in 2009 that IT industry analysts at Forrester and Gartner first began discussing a class of “citizen developers”. Their insights include the key notion that no-code is not defined by a level of syntax-like knowledge, but business understanding, skill level and users’ personal drive to achieve a result.

A short history of no-code

1940s



First **electronic computers** come into existence

1972



Era of **C programming** language begins, giving birth to wide-use applications

1985



Microsoft release **Excel**, the forerunner of today’s no-code applications

2003



WordPress allows building websites online with no coding

2004



Shopify enables people to build online stores, again with no coding required

2010

No-code movement tools start to spring up, allowing build end-to-end self-service apps for multiple business purposes

Low-code vs no-code

Before no-code, there was low-code: visual-focused development where technical users built applications, but with coding knowledge required. No-code, on the other hand, requires no knowledge of any programming language to be able to build the tools you need.

Low-code is targeted towards developers: a way for those skilled in programming to program faster. No-code is targeted towards anyone – from citizens to business experts who want to benefit from digitization.

	No-code jargon explained
Artificial intelligence	is both the theory and the practice of using and building computer systems that perform tasks that normally require human intelligence, such as speech recognition, decision-making, visual perception, and range from spam filters on email to robots suggesting personalized healthcare plans.
Digital transformation	is a paradigm in business management that promotes the integration of digital technologies into all parts of a business, reshaping the way business has been traditionally done.
Hyperautomation	is the end-to-end automation beyond RPA that combines complementary technologies (e.g. AI, RPA, machine learning) to augment business processes to help users carry out tasks faster.
Low-code	is an approach to building software that tries to reduce the amount of coding needed but still requires the user to have coding skills. Whereas no-code allows anyone to build tools, low-code makes it easier for developers to build software.
No-code	is a software development approach that requires zero coding knowledge from the user but lets them build powerful apps through an easy-to-use, drag-and-drop editor. While low-code helps software developers build apps faster, no-code enables domain experts to build digital applications.
RPA	or robotic process automation is a form of business process improvement, where a user can define a set of instructions for the (ro)bot to perform and thus automate recurring and repetitive tasks. While no-code and low-code build fully-fledged applications that handle complex decisioning, workflows and scenarios, RPA is geared more towards mimicking repetitive, basic interactions.

How General Counsels benefit from no-code

See the positive business benefits of digital transformation in weeks, not years

The core value of no-code for the General Counsel lies in enabling their team to meet the growing demands on their time, all while providing faster, more accurate services to internal clients.

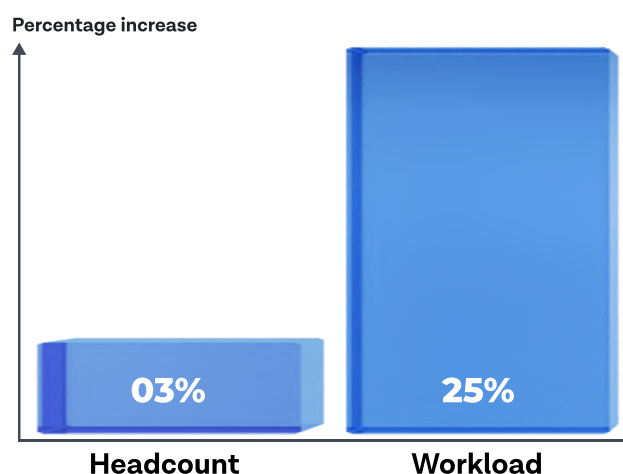
In this section, we look at the biggest challenges General Counsels face, and how they use no-code to solve them.

Manage more work, without more headcount

Facing more regulation, more data and more business risk, the workloads of in-house legal teams has only increased in the past decade – and it is not looking set to change. According to the 2021 Ernst & Young Law Survey, which surveyed over 2,000 General Counsels, while the workload is expected to increase by 25% by 2024, headcount is expected to only increase by 3%. And legal teams are already struggling: 76% of legal departments that took part in the study find it difficult to manage the existing workload.

The increasing workload is not the only challenge. Low-complexity work is taking up a substantial portion of legal professionals' time, with law department managers saying that a fifth of in-house counsel hours is wasted on low-complexity, repetitive tasks. Besides dragging down the overall efficiency of legal teams, this type of work also negatively affects the team morale: 47% of legal department managers report that the increasing amount of low-impact, repetitive work negatively affects employee morale according to the EY Law Survey.

Relative increase in headcount vs workload for in-house teams over the next three years



2021 EY Law Survey

No-code presents General Counsels with a way to reconcile an increased workload without an increase in headcount. By giving their teams a way to build their own no-code applications, in-house legal teams can automate the repetitive, time-consuming tasks that otherwise occupy their time. In other words, they “scale themselves”. They build applications to manage the ever-increasing, frequently occurring requests for assistance, freeing up capacity to focus on the more complex and bespoke work.

From bottleneck to business enabler

Despite the increasing workload and the need to deliver high-impact work that supports the business in achieving commercial objectives, only 52% of General Counsel believe their legal departments are effective in delivering value to business according to the EY Law Survey.

Unfortunately, this is a perception shared by their commercial colleagues. The 2021 EY Law Survey found that 90% of Business Development Managers find it challenging to work with procurement, law and commercial teams on contracting. And even more alarming, around 60% of Business Development Leaders believe that inefficiencies in contracting slow revenue recognition and 50% of them believe operational blocks have resulted in a loss of business.

Not only are in-house legal teams being perceived as being slow, inefficient and difficult to work with, they are perceived as negatively impacting revenue. Whether this perception is accurate is besides the point: for General Counsels to have a strategic role in driving forward positive business outcomes, they must be viewed as a business enabler, not a business blocker.

No-code helps General Counsels make this transition. In-house legal teams have a way to turn their legal services into self-service applications – and by doing this make their advice and knowledge accessible 24/7, anywhere. They can manage frequently occurring requests and processes, like evaluating the risk of a new commercial counterparty based on a set of pre-defined logic, or producing a non-disclosure agreement. Their colleagues are then able to proceed with commercial activities, incorporating legal advice as part of their processes. The end result: business decisions are accelerated towards achieving positive business outcomes.

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**of Business Development Leaders
believe inefficiencies in contracting
slow down revenue**

2021 EY Law Survey

Drive cost savings

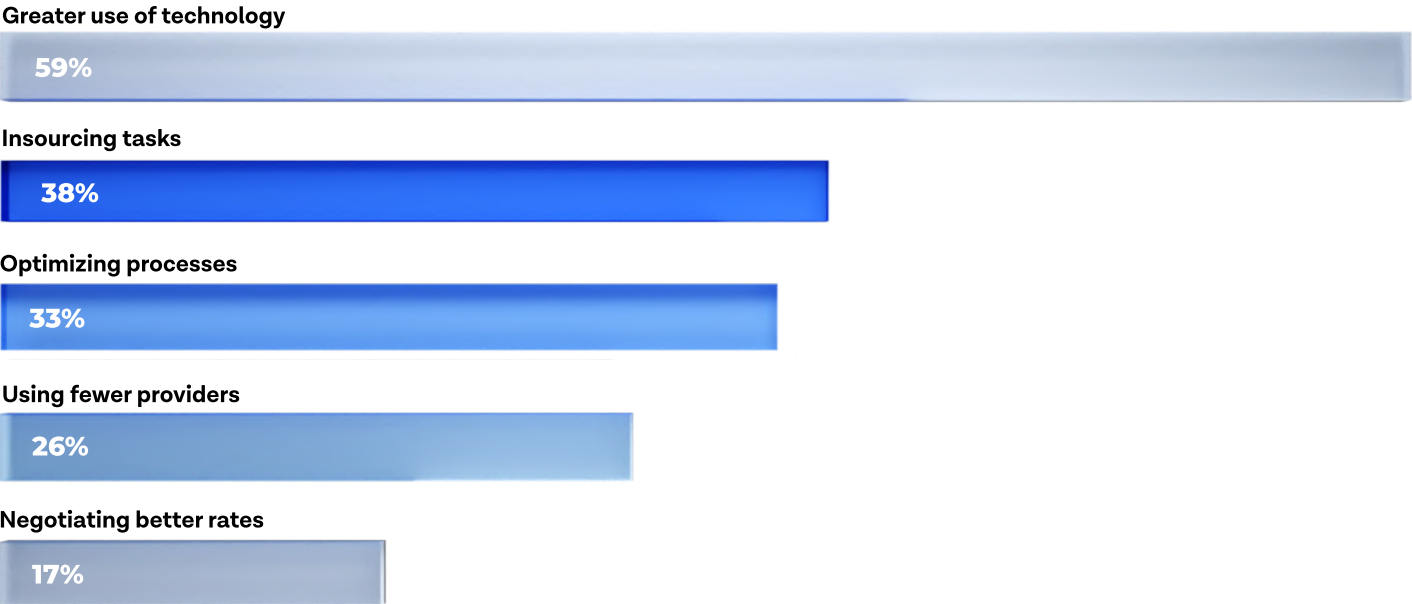
No-code makes it possible for General Counsels to deliver high-impact results, while reducing overall costs.

The 2021 EY Law Survey found that 88% of General Counsels plan to cut the overall costs of the legal function by 2024. At the same time, 59% of General Counsels found technology to be an opportunity to drive cost savings.

And while technology broadly creates an opportunity to optimize processes and increase productivity, the average IT project requires a significant investment of budget and time: it takes months to be implemented and years before the benefits crystallize.

No-code applications, by contrast, can be designed, built and launched in a matter of weeks meaning legal teams see the benefits of using technology faster. By empowering in-house legal experts to easily build digital solutions themselves, no-code allows General Counsels to make more effective use of existing resources. In turn, they deliver high-value services that are more closely aligned to customer and market needs.

Where General Counsels see opportunities for costs savings



2021 EY Law Survey

Potential legal sourcing strategies



As indicated by the EY Law Survey, the second most promising source of cost savings comes from insourcing of tasks. However, the concept of insourcing is diametrically opposed to the finding that legal headcount will only increase by 3% in the next three years versus a 25% increase in workload.

So how do you insource more work at a time when workload is already increasing and doing it all without more headcount?

One growing area is self-service applications: taking the expertise of in-house teams and scaling it across the business. This represents a strategic shift in legal sourcing, and one that is only now made possible with the advent of technology like no-code platforms.

Now, in-house legal experts can turn their legal services, playbooks, guidance notes and more into self-service applications. By doing this, they make their knowledge and decision making scalable, accessible and available 24/7.

Instead of answering the same question 100 times, or reviewing the same templated contract repeatedly, they empower their commercial colleagues to access that advice, or standardized agreement, themselves, on a self-service basis. By building these self-service applications themselves using no-code, without IT or external software developers, the legal professionals have, and maintain, direct control over how this information is disseminated.

There is massive untapped potential here – even though contracting is one of the key areas where self-service applications reduce error and deliver a better customer experience, only 16% of contracts are self-served now, according to the 2021 EY Law Survey. For General Counsels looking to secure buy-in from the rest of the company, **automating contracts through no-code is a quick win to showcase the potential of the legal function in reducing costs and improving operational efficiency.**

Better risk management

Self-service applications designed and built by the in-house legal team, without coding, equip the entire business with the knowledge they need to better manage risk. Self-service applications make guidance accessible and usable, streamline processes and improve communications, ultimately reducing business risk.

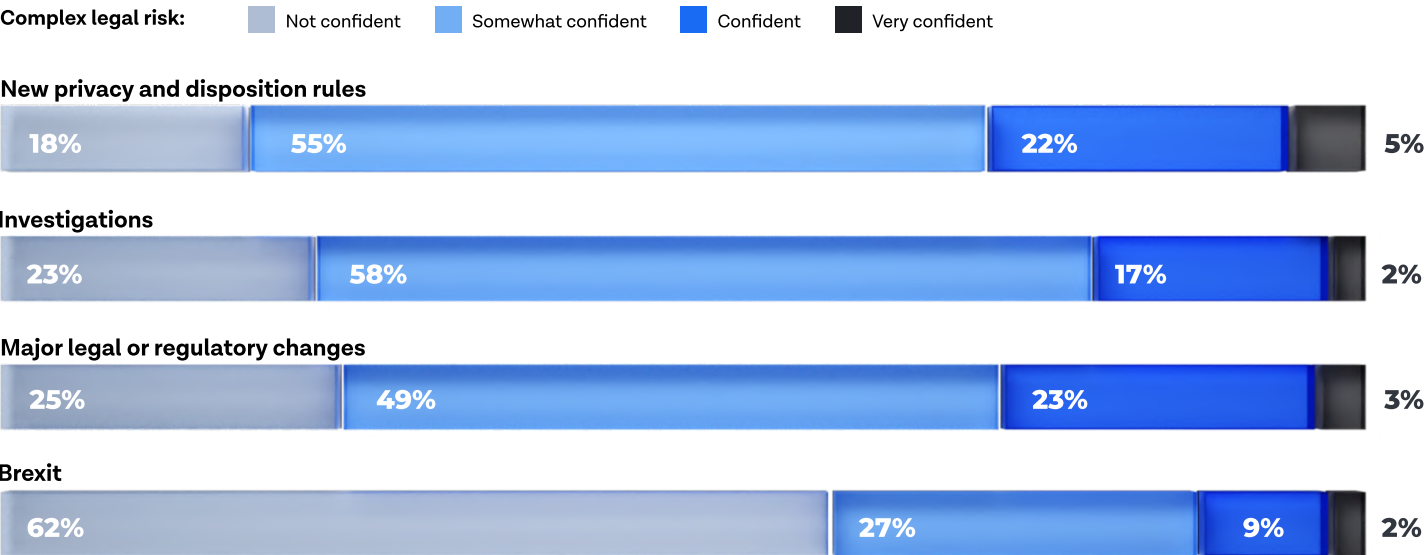
And it is not just managing risk across the business, but also how the legal team themselves manage large scale regulatory changes. Right now, only one third of General Counsels are confident or very confident that their legal teams can manage legal risks coming from sudden changes in the business environment.

Similarly, only 11% of them are confident or very confident that their in-house legal experts could tackle Brexit-associated risks adequately according to the 2021 EY Law Survey.

By translating decisioning into usable workflows, legal teams can proactively and efficiently manage complex legal risks, like data privacy or regulatory disclosures.

Most General Counsel are not very confident in their department’s ability to manage complex legal risks

% of General Counsel reporting confidence in department’s ability to manage risk



2021 EY Law Survey

Being data-driven

A strategic priority of General Counsels is to mitigate risk by adopting a data-driven approach to business decisions. And yet, the majority of General Counsels lack access to the data they need to do this. Coming back to contracting, according to the 2021 EY Law Survey, 99% of General Counsel said they lack the data and technology to optimize these processes.

Disparate systems and paper processes, across multiple channels like email, phone and Microsoft Word result in a lack of insight and performance metrics. So, while they may want to take a data-driven approach, General Counsels lack access to the data they need to do this.

By creating digital workflows and self-service applications, legal teams take their manual legal work and turn it into something measurable. This transition - from offline and manual, to digital and quantifiable, means legal teams have access to previously unknown analytics, like how many requests are made of their team and in what legal area. By tracking data across legal processes, General Counsels are equipped to have meaningful conversations with the C-Suite, improve processes and achieve faster outcomes.

A large, blue, 3D-style graphic of the number 99 followed by a percentage sign (%). The numbers and symbol have a slight shadow and a gradient, giving them a three-dimensional appearance.

of GCs say they lack the data and technology to optimize contracting processes.

2021 EY Law Survey

Benefits of no-code

From domain experts to solution designers – in days, not years.

Bridging the knowledge skill gap

Traditionally there has been a gap when it comes to IT projects. Those who have the technical programming skills lack the subject matter expertise, and those with the subject matter expertise lack the programming skills.

No-code bridges this gap. No-code enables anyone, including lawyers, to build digital applications without needing to learn to code. This means those with the legal and regulatory expertise are empowered themselves to turn that knowledge into scalable applications.

For teams who have support from technical users, no-code provides a platform for technical and non-technical users to effectively collaborate and build applications together, working off the same sheet.



“ The best code is no code at all. Every new line of code you willingly bring into the world is code that has to be debugged, code that has to be read and understood, code that has to be supported. Every time you write new code, you should do so reluctantly, under duress, because you completely exhausted all your other options. ”

Jeff Atwood, American software developer, author and entrepreneur

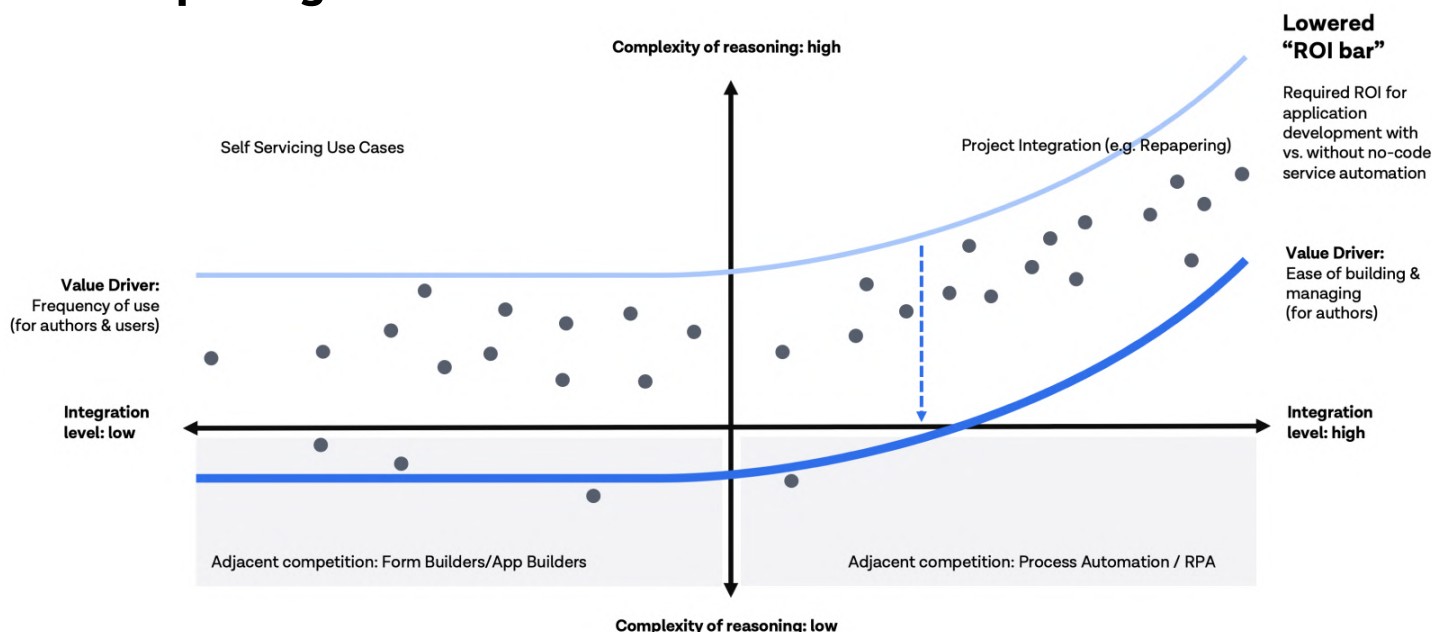
Reducing the ROI bar

In-house legal teams struggle to get the time, money and resource to address the recurring, manual tasks that simply need to be done. This is partly attributed to the reasoning that using company's IT resources to build such tools does not provide enough return on investment (ROI). In other words, this manual work is an obstacle, but not a big enough business obstacle to generate enough of an ROI to divert resources to solve. The ROI bar is too high.

By enabling in-house legal teams to quickly and easily build digital applications that automate this routine work, no-code enables the digitization of challenges which were previously "not worth it".

No-code reduces the ROI bar for building digital solutions, enabling GCs to secure the buy-in from the C-Suite to provide their teams with powerful digital apps that improve the day-to-day running of the team.

Value Capturing & Use Cases



Creating space to lead on digital transformation

The pandemic has sent firms of all sizes, across industries, reeling. But even more importantly, it revealed the scale and impact of inefficient processes and obsolete ways of work. Whoever was reluctant to innovate and keep up with the customer, had a hard time recuperating. And it has become clear that digital transformation will be the driver of businesses in all markets.

At its core, digital transformation abandons traditional roles such as customer service, marketing, and sales, and focuses on creating new values for the end-customer through cross-team collaboration. By building on innovation, automation, and operational efficiency, companies driven by digital transformation continuously update existing practices to improve customer experience.

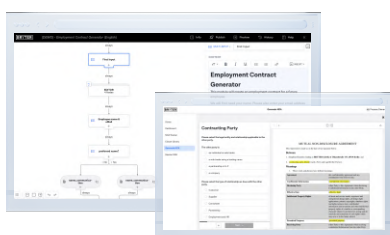
For in-house legal teams, who spend a significant portion of their days on manual but important tasks, digital transformation is a valuable tool that helps address increasing workload faster and more efficiently.

By turning traditional manual tasks digital, legal teams not only manage to do more in the same amount of time, but also improve the ways in which internal clients use legal services. Thus, digital transformation is a major opportunity to free resources and allow business units to scale, measure and learn in unprecedented ways.

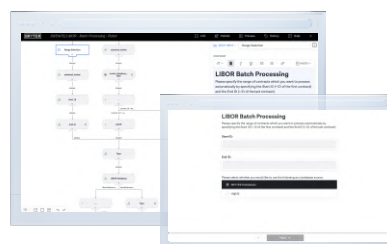
As a result, the company is not clogged with manual workflows that need legal guidance. Instead, teams across the enterprise are enabled to increase the impact of their work further: to deliver better services, build better products, retain clients and communicate more efficiently.

And with no-code, digital transformation in corporate in-house departments and in professional service firms is even more accessible and effective. No-code supports domain and subject matter experts, developers and project managers to all digitally transform the core of their service and knowledge delivery.

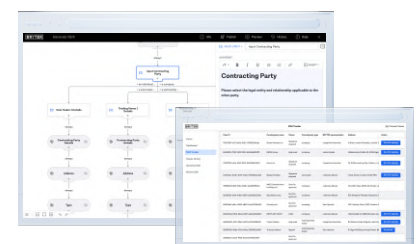
How no-code supports digital transformation



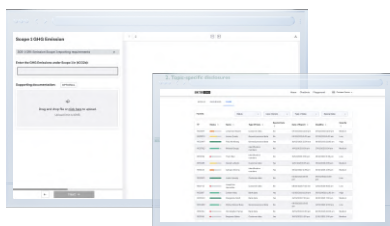
Migrate legacy systems to modern platforms



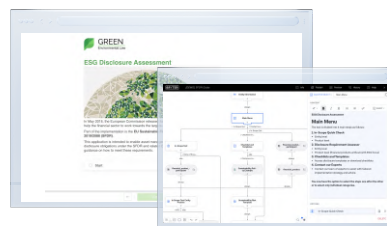
Automate complex decisioning



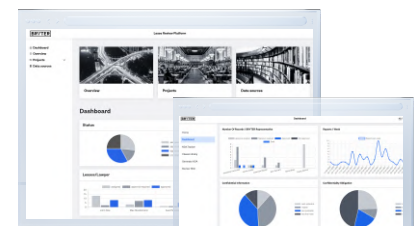
Develop legal workflows and business process applications



Improve data management and operational efficiency

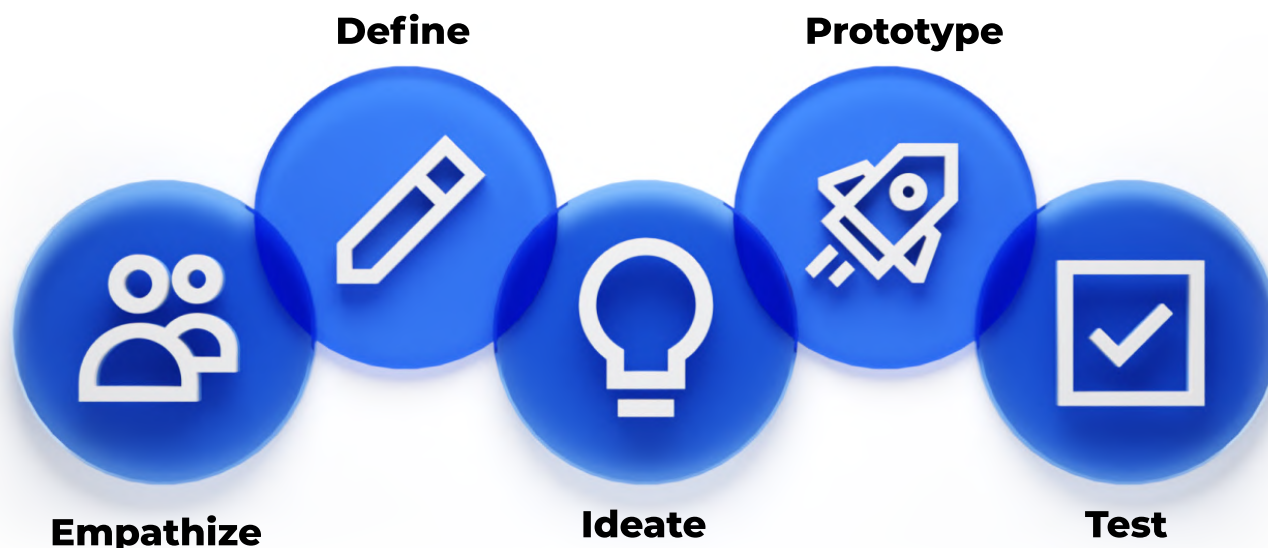


Create user-friendly self-service solutions



Build analytics tools and dashboards

Customer-centric legal services through design thinking



Sketching an idea out is an efficient way to test a hypothesis early on, which is why the visual appeal of no-code strikes a chord with so many solution designers. To make the most of visualization of problems, many teams that deliver services have embraced design thinking.

Design thinking is a methodology that helps teams build customer-centric products that make an actual difference for the end-user. This approach combines desirability, viability, and feasibility, and works through a series of cycles of brainstorming and reviewing to create the solution that alleviates user pains and delivers genuine value.

And the trend is becoming popular among legal teams, who embrace design thinking to deliver impactful improvements that are geared toward the end-user. Working in iterations, legal teams make a series of incremental adjustments to their services, each iteration raising clients' accessibility to the legal services they need in everyday work.

Legal information thus becomes more digestible, and the streamlined workflow helps drive digital transformation faster, ensuring market competitiveness.

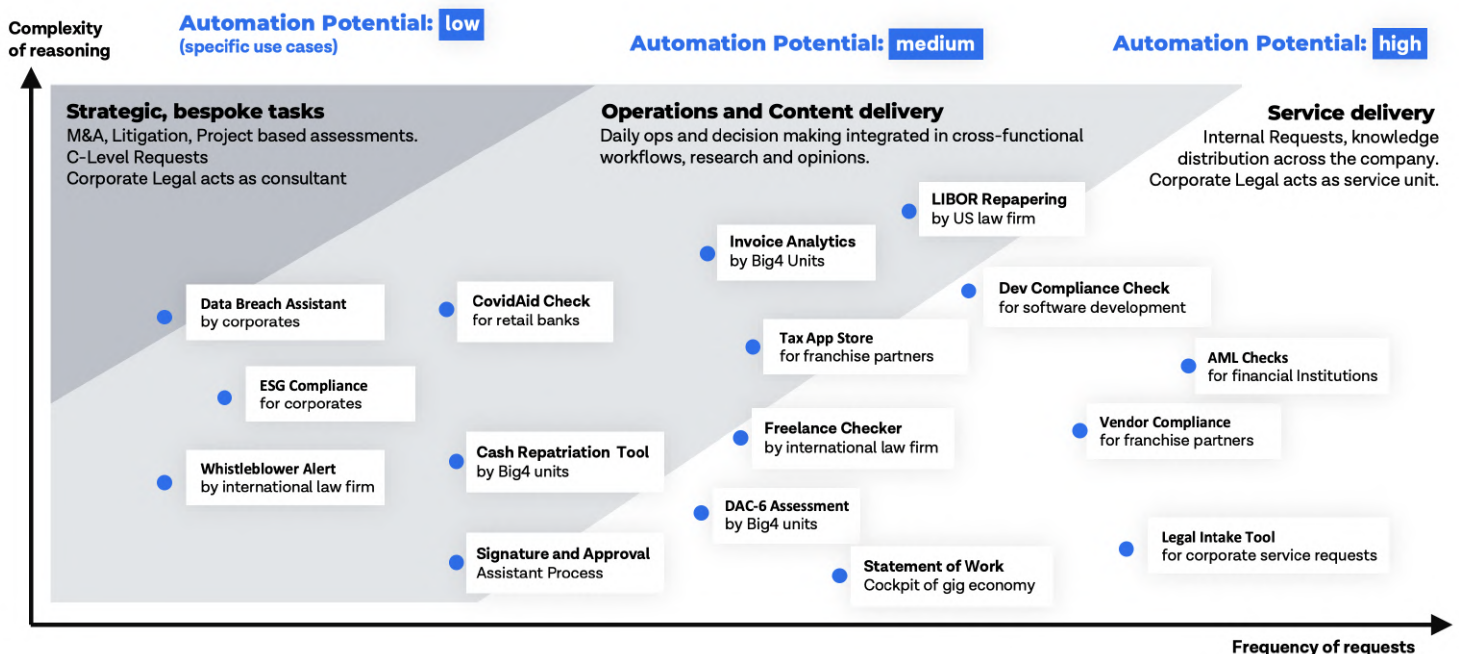
Many in-house legal teams were quick to embrace this new paradigm. The in-house team at Australian telecoms company, Telstra, uses design thinking to enable answering queries in a set timeframe. Meanwhile, international law firm, Linklaters, enhanced the way it performs due diligence activities in structured finance transactions using design thinking. Additionally, the legal team at Atos, a French tech company, uses design thinking to improve contracting and deliver higher-value services to clients.

But the real acceleration happens when design thinking is coupled with no-code. No-code enables teams to quickly and easily build applications to test hypotheses. They do not have to commit to a big IT project, but rather can build, test and iterate quickly, ultimately enabling them to deliver the best product which solves the biggest pain points for their users.

No-code in practice

In this section we look at actual use cases and how in-house legal teams benefit from automating recurring tasks, enabling them to focus on higher value work.

Automation potential in corporate legal



While no-code can support specific and strategic use cases, its biggest impact in terms of improving operational efficiency lies in automating highly frequent requests at all levels of complexity.

The opportunity no-code automation presents to legal teams is huge given 87% of legal department leaders believe their teams spend too much time on low-value, manual tasks.

87%

of legal department managers say low complexity, repetitive tasks take up too much of the team's time.

2021 EY Law Survey

Virtual Legal Assistant



Every day in-house legal departments need to filter, manage and respond to dozens of incoming requests for assistance all the time. Often, these requests are ad-hoc and brand new, other times they are frequently recurring. From creating and reviewing agreements such as NDAs to addressing operational issues, responding to these requests is manual and time-consuming. And yet, there is a huge potential to standardize and automate this work, enabling the legal team to manage large volumes of work, act quickly and deliver advice to not slow down commercial projects.

With a virtual legal assistant built on BRYTER, legal teams can build their own self-service tool to reflect their processes, service levels and risk appetite. Through a customizable and interactive interface, the legal team specifies exactly what information they need about a given request. Non-legal colleagues, employees or any other end-user can provide the information, and the decisioning logic is then applied to filter, manage and where applicable, respond to the request.

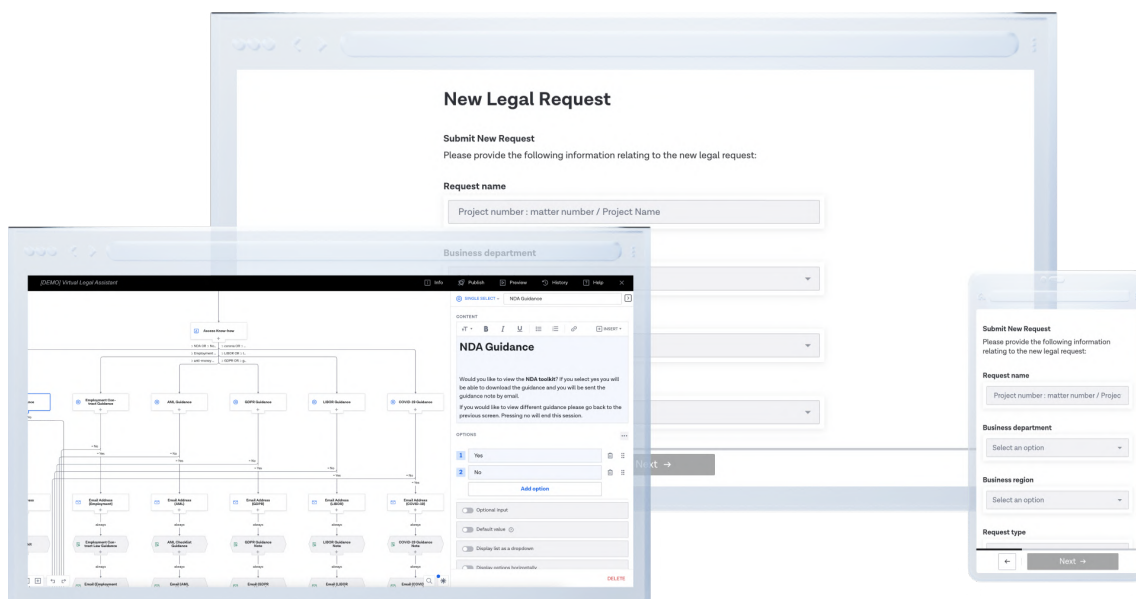
Results and output

- | | |
|------------------------|---------------------------|
| ✉ Send email(s) | 📄 Generate document(s) |
| ℹ Provide information | ➡ Hand over process(es) |
| ⚡ Write in database(s) | » Streamline process(es) |
| 📊 Generate report(s) | 📈 Generate spreadsheet(s) |

Using BRYTER, in-house legal teams can automate the production of standard documents, like NDAs or employee contracts using templated self-service applications. Here, the business user is guided through a step-by-step process to tailor the document to their requirements. Once the draft is finished, it can be automatically uploaded to the relevant system and /or an approval process can be automatically triggered.

Through this workflow, the legal department maintains full visibility over all documents created and, once approved, can integrate signing flows using DocuSign for a true end-to-end solution.

All incoming legal requests are automatically tracked, equipping the legal team with valuable insights on demand for and priority of legal requests. For example, the frequency, type and origin of request can help legal teams to make more data-driven decisions around business needs and risks.



How it works

01 Collect information

Through a customizable and user-friendly interactive questionnaire, all relevant data regarding the legal request is collected and processed. All necessary data and information can be collected during the initial request in a scenario-based manner, which makes follow-up request for missing information superfluous.

02 Handle requests

All collected data and information regarding the legal request is automatically forwarded to the legal department and assigned to the relevant legal counsel. If a self-service tool exists for the legal request (e.g. an NDA Generator), the employee is directly pointed towards such tool.

03 Record KPIs

Through a customizable dashboard, transparent insights into the frequency, type and source of legal requests within the company can be gained. This allows teams to track KPIs and to spot legal risks for the business even before they materialize.

NDA Generator



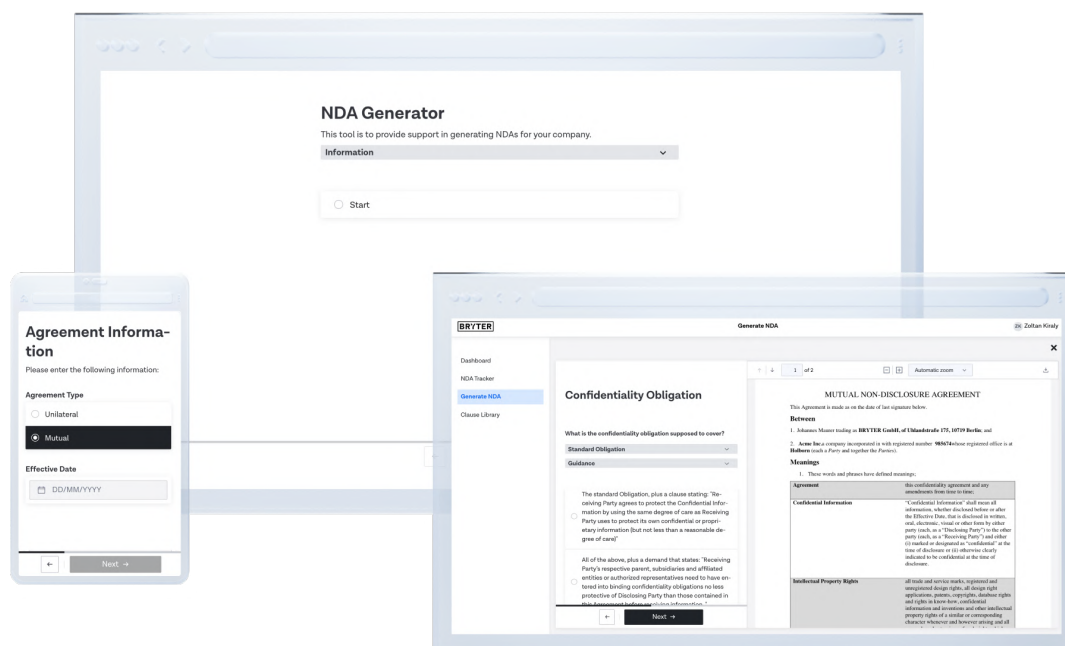
Non-disclosure agreements (NDAs) are one of the most frequently entered into contractual agreements. From an operational perspective, each NDA seemingly requires undivided attention. To avoid outdated templates, erroneous drafts and to ensure overall compliance, in-house lawyers often need to check each NDA, which translates into a highly skilled team of experts forced to repeat very repetitive, manual work. Automating this contractual process represents a quick and easy win for in-house legal teams.

With no-code, legal teams can use a visual, drag-and-drop editor to easily create a workflow that automates the creation and signing of NDAs, from end to end. The team uses their expertise to define the logic behind the decision-making, ensuring each NDA drafted comes with the most relevant paragraphs, using the proper format, with the correct styling all without having to manually check each single NDA (unless of course they included an escalation process for certain NDAs).

Results and output

-  Generate document(s)
-  Send email(s)
-  Streamline process(es)
-  Hand over process(es)

This no-code solution works as a vanguard that reduces the need for manual labor for the highly skilled in-house legal team and unclogs the organizational workflow. This translates to higher productivity for the legal team, more time to focus on higher priorities, and the opportunity to deliver faster, more accurate services to their commercial colleagues, accelerating business outcomes at large.



How it works

01 Design templates

The legal department determines the logical flow of the application and uploads their own company templates.

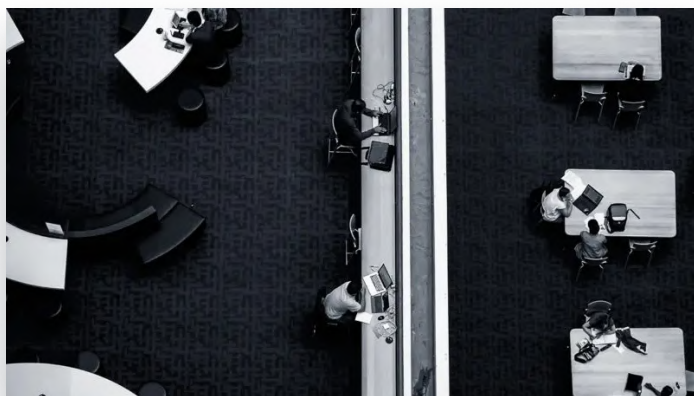
02 Generate agreements

Users can access the NDA Generator via the company's intranet and generate approved drafts without the need to consult the legal department, unless an escapation process has been included. Through a customizable, user-friendly and interactive questionnaire, all relevant information is collected from the user via the process designed by the legal department. The drafting process can be integrated with other processes (email, DocuSign) for a full, end-to-end solution.

03 Monitor usage

A dashboard provides the legal department with an overview of all generated NDAs and the risks associated with them, while the contracts themselves are generated independently by users. The legal department has full control over the templates that can be accessed by users and is able to track the version used for each generated NDA.

Employment Contract Generator



Results and output

-  Generate document(s)
-  Send email(s)
-  Streamline process(es)
-  Write in database(s)

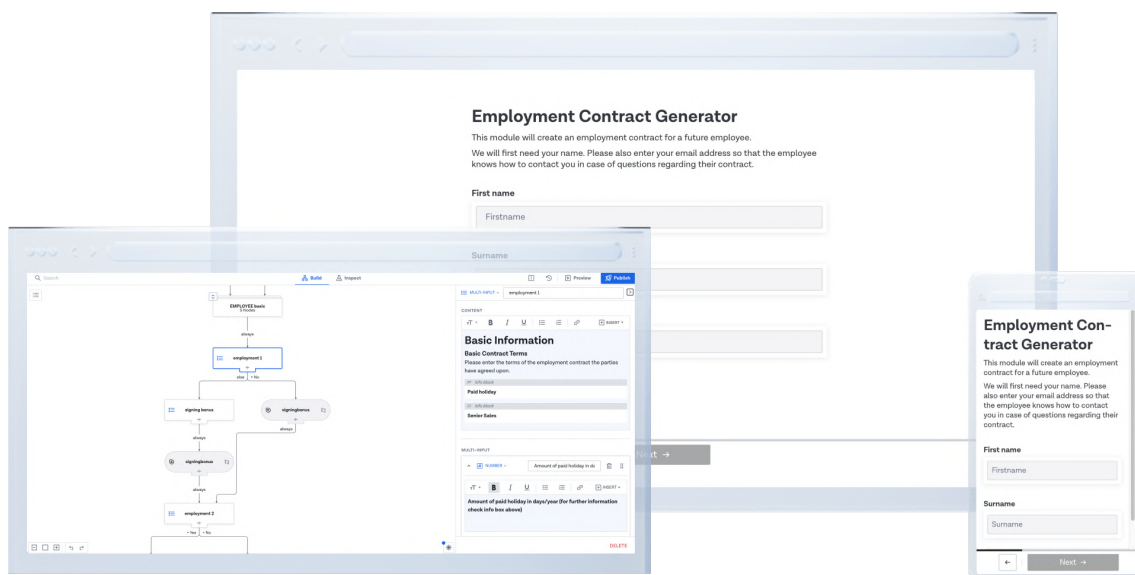
Despite the perfect match between the company's hiring needs and accessibility of a global talent pool, remote hiring has put a strain on legal and HR teams' operational capabilities.

Each new employee brings along local specificities that need addressing. Potential employee misclassification, compliance with local labor laws, employment contract creation, payroll and taxes become a significant burden on the already thinning stretched legal teams.

In addition, legal teams need to draw up offer letters and contracts that cover a broad range of cooperation arrangements. This involves relying on previous cases, which translates to time spent searching for previous similar scenarios. And this manual work costs time, is prone to errors, and can turn the legal function into a bottleneck when it comes to hiring.

With no-code, legal teams can automate the largest portion of their manual efforts, leaving time for the more complex employment law issues. In terms of employment contracts, legal teams can create a decision-making workflow that automatically produces compliant employee contracts, based on the information provided.

In short, legal teams determine how the no-code mechanism does the decisioning, instead of having to do decisioning repeatedly themselves.



How it works

01 Collect employee information

Through a customizable and user-friendly questionnaire, all relevant employment and candidate data is collected. Using these inputs, the tool determines the applicable template and clauses based on information such as role and location of the employee.

02 Get the contract

A draft employment contract is generated and sent to the respective HR manager for approval. Via an integration with DocuSign, the contract is automatically sent for signing to the employee once approved. Once signed by both sides, the final version of the contract is automatically saved to the employee's file in the company's contract management system.

03 Keep up-to-date

Due to the open architecture of the BRYTER platform, the tool's modular logic that triggers templates and clauses can easily be amended to ensure its compliance with internal guidelines and legal requirements.

Data Breach Reporting Assistant



Results and output

- ✉ Send email(s)
- 📄 Generate report(s)
- 📄 Provide information
- ➡ Hand over process(es)
- ⚡ Write in database(s)
- » Streamline process(es)

While data protection is high on the list of priorities for global corporates, the 2021 EY Law Survey found that 65% of General Counsel lack the data and technology they need to effectively respond to a data breach, fueling risks related to data privacy and overall compliance.

Lacking reliable solutions, in-house legal teams often rely on manual work and Excel spreadsheets as a way of tracking potential data breaches to signal cases of non-compliance early on. But given the breadth and complexity of regulatory frameworks, chiefly GDPR, this manual labor is prone to errors and can lead to costly, reputationally damaging data breaches.

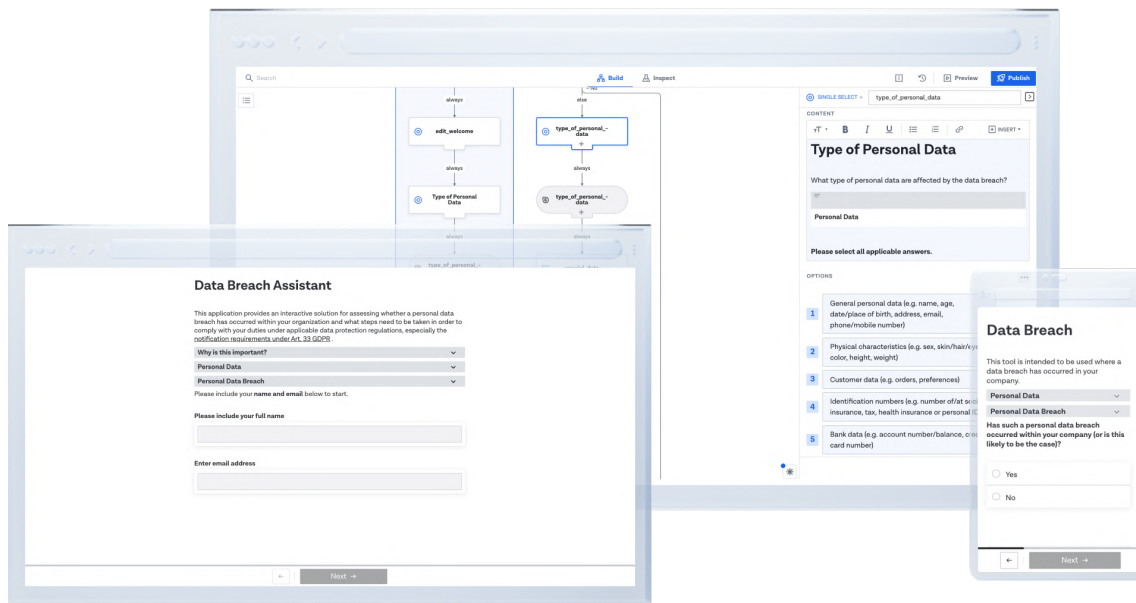
65%

**of in-house legal teams cannot
manage data breaches effectively**

2021 EY Law Survey

No-code allows in-house legal teams to build a risk-scoring mechanism that is able to take into account complex rules and warn of data breaches in a fast and reliable manner. Taking one step further, a data breach assistant can automatically provide suggested steps to help triage the consequences of data breaches, allowing the company to act fast and document all the steps in a centralized audit trail.

And given its flexibility and the fact that it is built without using coding, legal teams can customize the data breach risk assessment to incorporate company- or industry-specific rules, regulations and best practice, in order to ensure maximum coverage of potential data breaches, warning responsible departments in real time and enabling them to act fast.



How it works

01 Identify data breach

Through a customizable, user-friendly and interactive questionnaire, all relevant data is collected and processed. It enables users to assess suspected breaches against the respective regulatory tests and to generate automated triaging and documentation.

02 Assess risks

A risk profile is generated from the initial assessment, flagging certain risks and providing recommendations for mitigation. The risk assessment can be integrated with other processes (email, approvals, etc.) and document generation for an end-to-end solution.

03 Maintain overview

A dashboard allows the team to track and drive mitigation efforts and to document all incidents. This helps to hold risk owners accountable to deadlines and also offers metrics on overall risk reduction.

Case study

Making knowledge accessible

Problem: ING is a global bank serving 9.5+ million customers with over 6,000 employees. Every day new commercial relationships are considered. The in-house legal and procurement teams have huge volumes of requests, data and agreements to oversee to understand and manage risk. Processes, like managing their contract database, were manual and time-consuming requiring multiple phone calls and back-and-forth emails.

Solution: ING lawyers built an application with BRYTER, without any coding, that gathers all information needed to keep their contract database up to date and gives the legal team the full overview to understand the risk. Using the no-code app builder, the ING legal team automated repetitive tasks, freeing up time to spend on the more complex and individual tasks.

Impact: Time saved and better collaboration with the commercial business. “[Using applications built on BRYTER] saves our time, our commercial colleagues’ time and means we can provide a faster, better service.” Gabriel Bärenz, Senior Legal Counsel, ING.

80%

**Average time saved previously spent
on repetitive legal tasks**



**“ Using BRYTER has saved us time,
improved how we run the legal and
procurement teams, and
facilitated a better collaboration
between these teams and the rest
of the commercial business.”**

Manfred Schick, General Counsel
ING Germany

Case study

Saving time and providing a better service

Problem: GEA is one of the world's largest system suppliers for the food, beverage and pharmaceutical sectors with over 200 operating affiliates. For the in-house legal team, managing legal affairs across all of these entities is a huge amount of work. Taking just one example, generating non-disclosure agreements (NDAs) took over one week to produce with hours of time spent from both the legal team, and internal clients.

Solution: 20+ digital applications built in one year by the lawyers themselves, without any coding. These applications manage everything from in-house legal affairs and housekeeping, to data protection, compliance and contracts. Addressing the NDA use case, GEA lawyers built their own NDA generator which automates the entire process and gives their business colleagues a way to produce NDA drafts in a self-service way, available 24/7.

Impact: Reduced time to access legal documents from weeks to minutes, enabling both commercial users and the GEA legal team to focus on the more important and complex business issues.

99%

Reduction in external counsel spend using a BRYTER app



“ We prepared a generator for the data transfer annex preparation. In the end, we worked with the law firm using our BRYTER module and the firm was able to prepare around 270 of those data transfer annexes spending 2 to 3 minutes per annex, and only a couple of hours of partner time. Using BRYTER we reduced the time external counsel spent by approximately 99%. ”

Stefan Wilke

Legal Counsel at GEA's Group Legal Department

Engaging employees in a global corporate

No-code allows all teams across a global corporate to do more meaningful work. By removing manual, low-value tasks, no-code helps all employees focus on the parts of their job that have a higher impact on individual, team and overall performance.

In turn, employees start to think differently about their work, putting more effort into high-impact, strategic activities. This reinforces engagement, which is proven to boost productivity and lower turnover.

According to a 2013 Gallup Meta-Study that included 1.4 million employees, engaged employees report a 22% increase in productivity and a decrease in turnover of up to 65%. And a 2017 Smartsheet Study reports that 89% of employees see automation as driver of their higher efficiency. So, let us look at some of the ways in which you can help employees across teams feel more engaged and productive by introducing no-code.

Immediate results for legal trainees

By removing the manual, time-consuming and repetitive tasks that often get landed on a trainee's desk, no-code improves the quality of legal training.

Scaling with limited budget for the legal team

As we have seen in the use cases above, no-code enables legal teams to drive the change and optimize internal workflows that concern all parts of the organization. Cutting down the time spent on manual tasks and re-focusing on higher value activities, legal teams can scale their services, having a greater impact across the business.

Enabling commercial teams to act faster

No-code helps create better communications and touchpoints with the rest of business. It automates parts of their relationship building efforts with clients for contracts, agreements, T&Cs and other largely standard forms – all available 24/7 on a self-service basis.

Better use of resources for the IT team

IT teams are pressured by incoming requests from other departments to deliver services across increasing number of technologies. With no-code, IT teams transition from builders to advisors, at least for some projects. As employees start building customized apps for their own purposes, IT teams turn to higher-value development, acting as a support and providing guidance over databases and integrations, while encouraging innovation from domain experts.

Back to strategic advising for GCs

GCs can use no-code to reclaim their role as strategic advisors, on par with other forward-looking C-suite roles. Rather than spending most of their time on “firefighting”, GCs can equip their team with the tools to be more efficient, while being an active leader driving digital transformation across the business.

Data and analytics for C-suite

No-code is a toolset that delivers efficiency, innovation and creates fresh value, all with a rapid ROI. It helps reduce capital cost invested in IT and reduces risk by removing the need for major IT upgrades or technology stack changes, all while having the ability to track data and usage needed to make informed business decisions.

Limitations of no-code

As with any approach, no-code is not the solution to all in-house legal issues. While it can improve most processes and services, there might still be a need for some amount of code fine-tuning, especially in more delicate cases, where services from different parts of the infrastructure need to communicate among themselves.

As with any technology, no-code is not a solution to all problems. While no-code improves most processes and services, there are two scenarios where no-code alone is not the optimal solution.

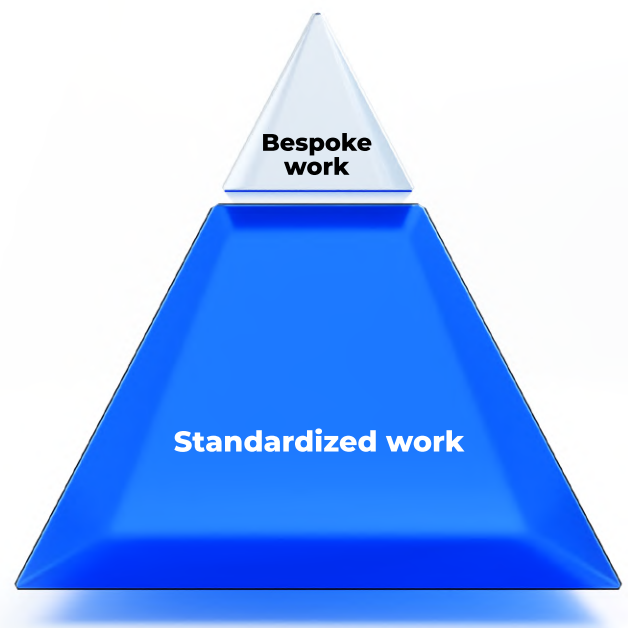
First, no-code, or any automation for that matter, is not a good fit for complex, bespoke, strategic work. This is precisely the sort of work that should not, and cannot, be automated. This work requires a legal professional to consider it on a case-by-case basis.

Second, there will reach a point where the complexity of the scenario requires some custom software solutions on top of the no-code application. For example, where different parts of the infrastructure need to communicate among themselves, some amount of custom code is necessary. Linking these sources together and making the inputs and outputs flow from process to process can require extra steps beyond no-code.

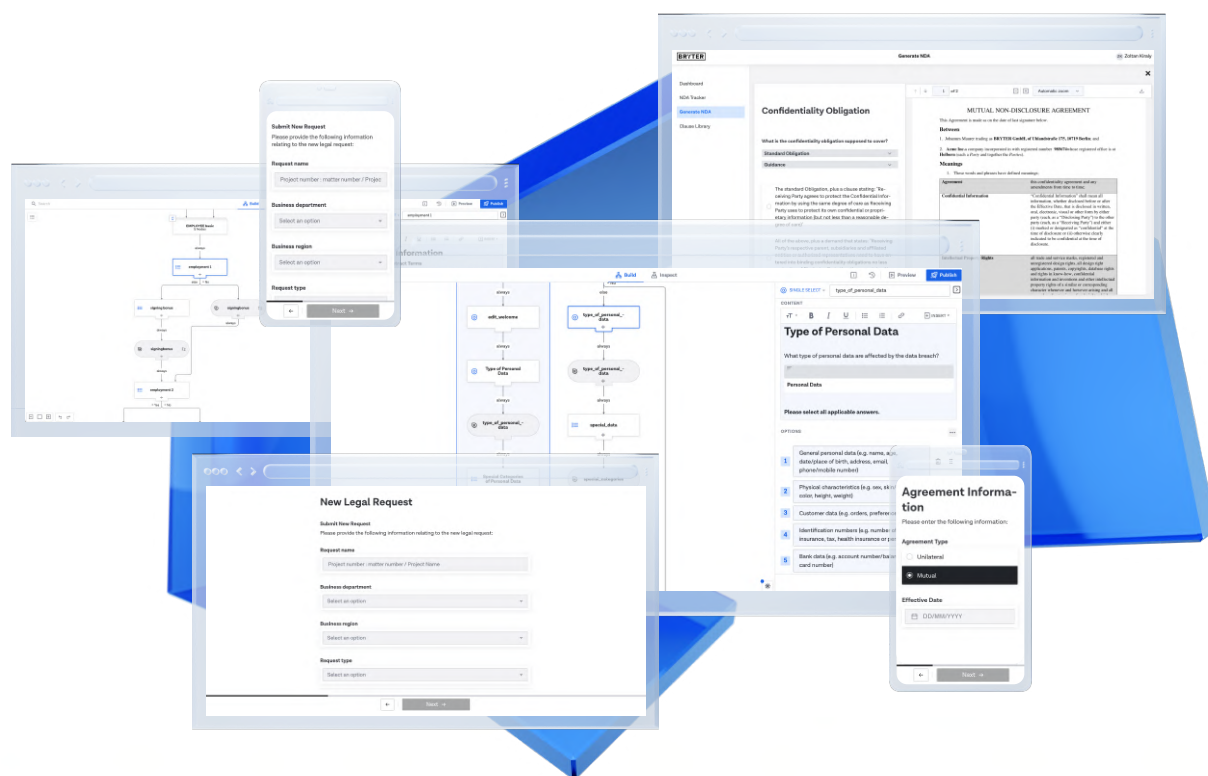
The right no-code platform should have integrations and APIs that help expand the scope of no-code, helping link to other data sources and applications that can extend functionality across a business and its data footprint. But in that case, working alongside an IT team or software developers is necessary to bring these data points together at the right point.

Even with BRYTER, some functions or processes may need coding to deliver information or link to a particular process that spans a business.

Integrations and APIs help expand BRYTER beyond its own engine, helping link to other data sources and applications that can extend functionality across a business and its data footprint.



While a large portion of in-house legal work can be standardized, and therefore automated, there will always be complex, strategic and bespoke work which requires individual, manual attention.



CONCLUSION

As different technologies enter the legal market, the role of the General Counsel and in-house legal is bound to evolve. Processes and workflows are being optimized, and routine legal tasks that can be automated are. Whether these are quick wins, like automating the production of NDAs, or more complex projects, like managing regulatory obligations, no-code service automation is already having a huge impact on legal teams.

And this is just the beginning. The full effects of this transformation are yet to appear, as domain experts become enabled to build their own powerful digital applications to scale their services, all without any coding.

For the GC and their team, the biggest shift will be gaining the ability to make their complex decision making and knowledge accessible through usable, practical tools, accelerating business development on several fronts.

First, no-code helps reduce time spent on manual, recurring tasks, and allows legal teams to re-focus on key strategic issues that drive positive business outcomes.

Second, no-code gives legal experts themselves control over how knowledge is shared internally, and importantly the power to update applications following changes in law, business rules or risk thresholds.

Finally, no-code enables GCs to lead from the front. It creates the space to participate in digital transformation, drive operational efficiency gains, new insights and place the internal client at the very center. And the role of the General Counsel is to enable this change.

Supercharge your services with BRYTER

About BRYTER

BRYTER is the no-code service automation platform that enables business experts to build digital applications. The truly no-code platform gives enterprise teams the tools to build self-service applications to provide faster, more accurate services to their colleagues, without programming.

BRYTER is especially geared to professionals in law, compliance, accounting and finance, who use the software to automate complex, recurring decisions and scenarios.

**Want to find out more?
Email us at hello@bryter.io**

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