
ALB Asia's Top 15 General Counsel Methodology

Thriving in Asia's dynamic legal landscape, top in-house counsels are not just legal experts, but strategic partners. They possess a deep understanding of both the law and the business they serve, navigating complex regulations while offering commercially sound advice. Their strong communication and interpersonal skills foster collaboration across the organization, while their problem-solving abilities ensure they find practical solutions to legal challenges. These qualities make them invaluable assets, guiding their companies towards success.

ALB is pleased to announce the call for submissions for Asia's Top 15 General Counsels. The list celebrates the visionary leadership and strategic contributions of the region's leading legal minds. We invite submissions from general counsels and their teams who are driving innovation and fostering a culture of excellence within their legal departments. Finalists will be recognized for their transformative approaches in technology, behavior, business models, or service delivery, ultimately elevating the legal function's value and impact within their organizations.

We are now accepting submissions for ALB Asia's Top 15 General Counsels until **28 June 2024**.

Please note that submission does not guarantee a place on the list. Submissions are open to candidates who are currently employed as General Counsel or hold equivalent leadership positions within their legal departments in an Asia-based organizations for the past 12 months. Past and existing achievements, key work as the strategic and risk advisors, contribution towards operational efficiency and business, as well as profile of deals / cases handled, business partners' recommendations, and any significant accolades and awards received will be taken into consideration when making the assessment.

Submissions are opened now to 28 June 2024



STEP 1
Download Nomination
Forms



STEP 2
Complete and submit
form



STEP 3
Nominations are being
evaluated



STEP 4
Analyze, discuss, and
validate findings



STEP 5
Results are announced
and published in ALB
Asia Magazine

HOW IT WORKS

How can you submit the nomination form?

Your entry should seek to “tell the story” of your achievements and performance across the full spectrum of in-house responsibility – financial, customer, operational and people while also demonstrating how you have excelled against all the criteria. It also presents an opportunity to demonstrate why you should be ranked in our **ALB Asia's Top 15 General Counsels**.

You may download the nomination form. It will guide you through all the relevant information required for our research and the information provided will be kept completely confidential.

ASIAN LEGAL
BUSINESS



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Who can submit and when?

Open to Submissions are open to legal professionals who are currently employed as General Counsel or hold equivalent leadership positions within their legal departments in an Asia-based organizations for the past 12 months (**1 June 2023-1 June 2024**)

Submission deadline Friday, 28 June 2024, 6.00pm (Singapore time)

Our deadlines are fixed in order to allow enough time for our research team to conduct thorough verifications, retrieve recommendations, and implement careful analysis on each submission.

How to make a submission

Simply provide a clear summary of the following in our nomination form:

1. List of your significant achievements
 - How have you excelled across the full spectrum of in-house responsibilities?
 - Demonstrate outstanding performance on behalf of the company, either through innovative use of its own resources or effective management of external law firms
 - The role you have played in helping the business adapt to new ways of working in response to the pandemic
 - To provide concrete examples of how you have helped your organization achieve its strategic objectives
 - Provide evidence / examples of:
 - ❖ Legal expertise
 - ❖ Strategic vision
 - ❖ Leadership
 - ❖ Client satisfaction
 - ❖ Employee development
 - ❖ Contribution to the success / performance of the business
2. Key work highlights as the strategic and risk advisors
3. Contribution towards operational efficiency and business innovation
4. List of most significant deals / contracts or litigation / dispute cases, that you have handled in the last 12 months. Details can include:
 - complexity and breadth
 - impact
 - innovation / improvement
5. Comments from internal business partners for your work in the last 12 months

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6. Significant accolades you have received for work in the form of public recognition, awards etc.

Providing recommendations

We also require 3 referees, whom we may interview. A referee is usually internal business partners or external counsels / lawyers, although it can be anyone who you have worked with over the preceding 12 months. Providing referees allows us to gather feedback on your development and performance. We use these interviews to understand the views and experiences of your business partners, and this helps to inform our decisions.

Comments from internal business partners are referred to in the first instance and referees are only contacted should ALB require additional information regarding the matters included in the submission.

Research

We conduct our ranking research based on several factors and considerations, all of which are assessed by our research team. Our dedicated research team will review all submissions provided and carry out the necessary interviews.

Sending across your nominations and being interviewed by ALB does not guarantee a ranking. This is only part of the research process. We also consider feedback of clients and other sources as part of the ranking process.

1. Online Research

- a. Verify the candidate's profile
- b. Investigate and assess the significant achievements, deals and cases submitted by the candidate
- c. Review and analyze the cases / deals you participated in the last 12 months

2. Interview

Interview with referees and peers listed in the submission if necessary

Details in 1 and 2 will be compiled and moved to the evaluation process.

Evaluation Process

After research and the verification of facts in the nomination forms, all documents will be sent to an independent internal judging panel for evaluation.

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Evaluation Criteria

- Significant achievements
- Key work highlights as the strategic and risk advisors
- Operational efficiency and business innovation
- Significant deals / contracts or litigation / dispute cases, handled in the past 12 months
- Comments from internal business partners for your work in the past 12 months
- Significant accolades you have received for work

The evaluation is based on the following factor: nominees' professional achievements and accomplishments, operational efficiency and development, business innovation as well as social contribution. More details provided below:

- **Breadth:** the degree to which the work involved numerous jurisdictions, legal practice areas, parties and industries;
- **Complexity:** the degree to which the work required crucial exercise of legal expertise, business acumen or innovative solutions;
- **Impact or significance:** the degree to which clients and other stakeholders, the bench and bar, an industry or the Asian region may be affected;
- **Innovativeness:** the degree to which the work involved the application of a new concept or creative solution, process, service, program to existing systems and processes, thus improving organizational capabilities or perhaps the use of technology to minimize the impact of the Covid-19 pandemic.

Announcement

ALB Asia's Top 15 General Counsels results will be release in **September 2024 issue** of ALB Asia Magazine.