



Leadership in the Age of AI

Prepare Your Legal Team for the Future

2025
Jean Yang & Gregg McConnell

Webinar Housekeeping

- All attendee cameras and mics are off.
- The webinar is being recorded.
- Add questions to the Q&A box.
- Engage! Participate in our polls & post-webinar survey.

Hello!



Jean Yang

Vice President, AI Transformation & G2M at Onit



Gregg McConnell

Global Director, Legal Ops & Innovation at Corteva



Dedicated to agriculture

Corteva Agriscience is a global pure-play agriculture company that combines industry-leading innovation, high-touch customer engagement and operational execution to profitably deliver solutions for the world's most pressing agriculture challenges.





Agenda



The Way We Work is Shifting



AI Ready Skills



Leadership

Poll Question:

AI Leadership Challenge

Where do you need the most help when it comes to preparing your people for AI transformation?

- a. Building new skills and fluency
- b. Redefining roles and hiring for AI-era capabilities
- c. Leading a culture shift toward experimentation
- d. Aligning leadership and strategy
- e. Understanding what “good AI use” looks like in practice

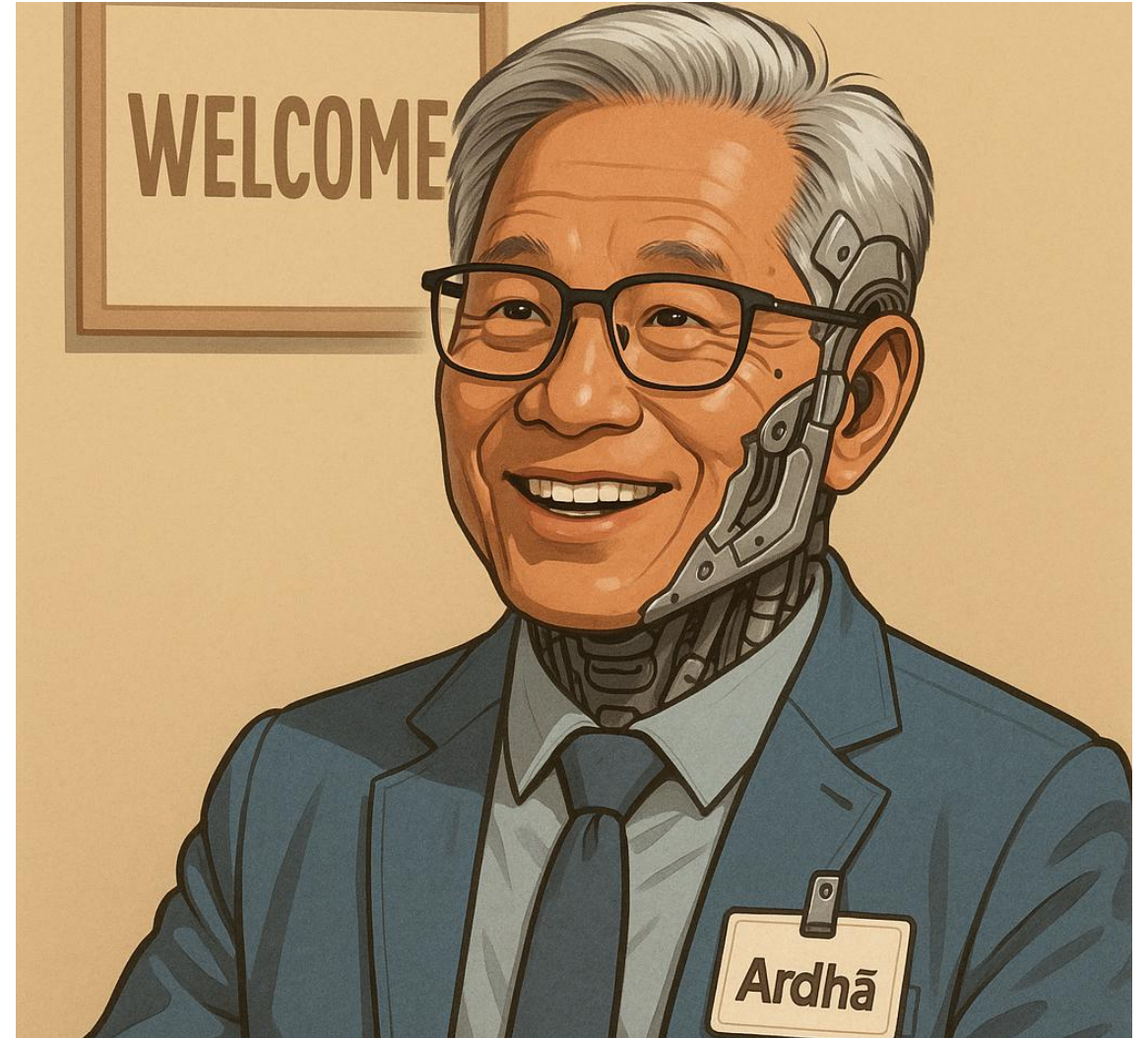


Meet Ardha

Your new employee: Ardha works FOR YOU!

Skills

- ✓ Works 24/7 with no coffee breaks
- ✓ Knows every help article and policy doc
- ✓ Writes emails, code & reports in seconds
- ✓ Has read the internet... twice
- ✓ Learns fast and never complains
- ✓ Fluent in language and legalese



Ardha Can Do Almost Anything

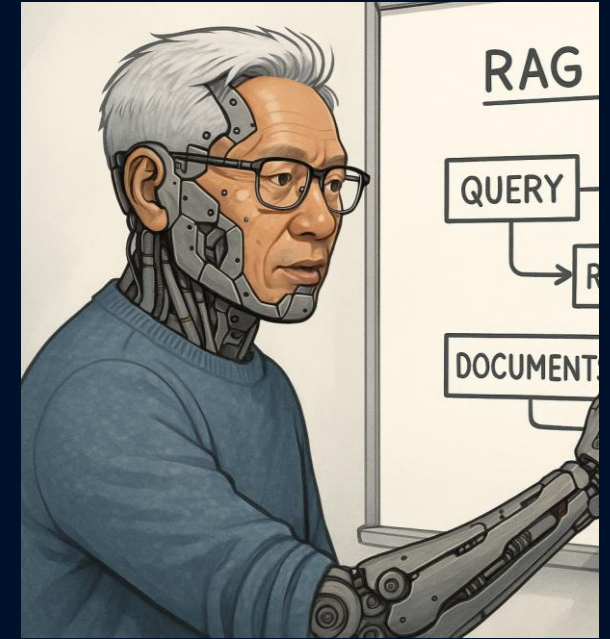
Sales Coach



Customer Support



Software Engineer





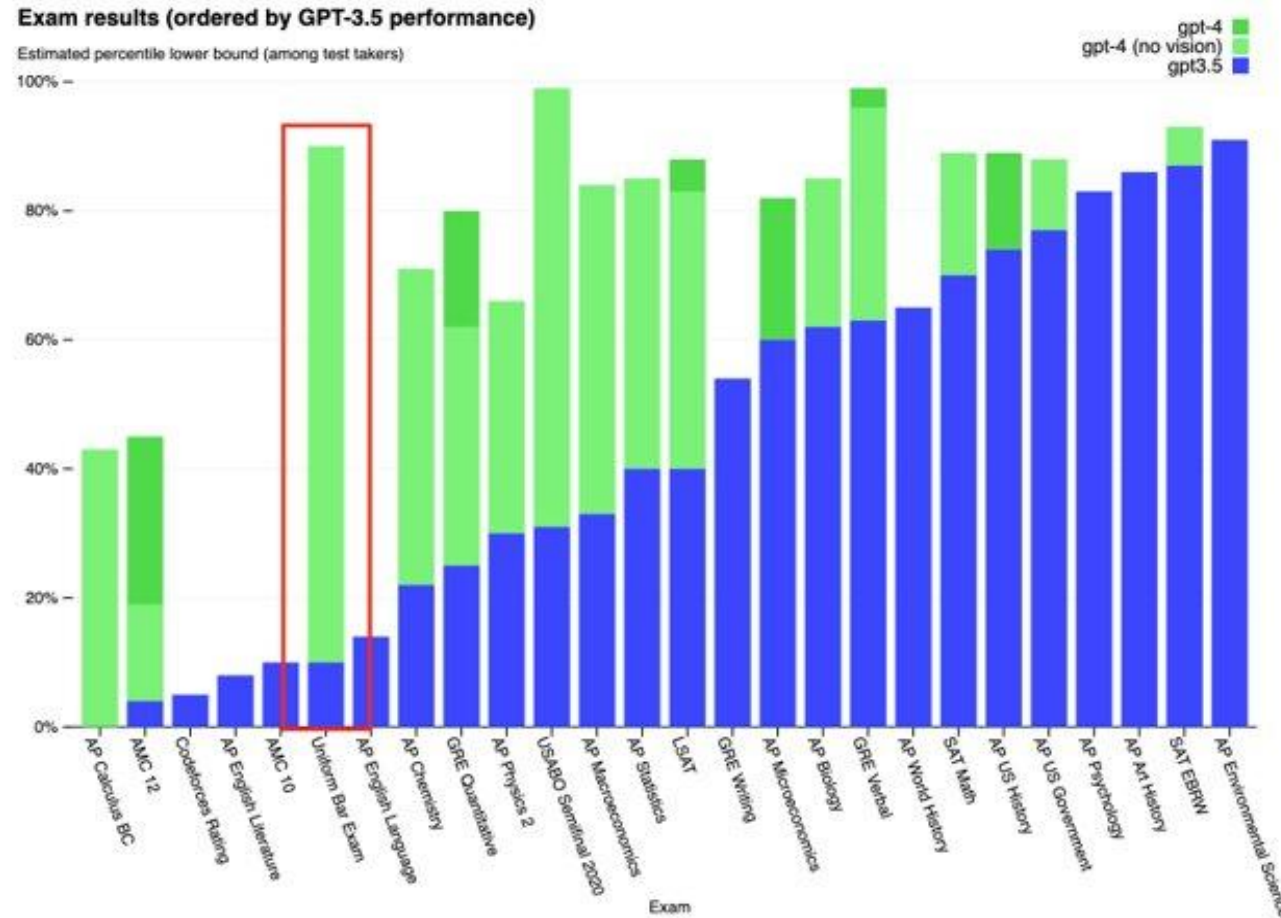
Almost anything

You wouldn't want Ardha

- Taking a short-cut through the LA riots!
- Deciding who gets that last hospital bed
- Replying to an angry customer who just lost a loved one
- Drafting your affidavit

Waymo cars follow preset routes and can't detect or avoid sudden unrest like the LA riots.

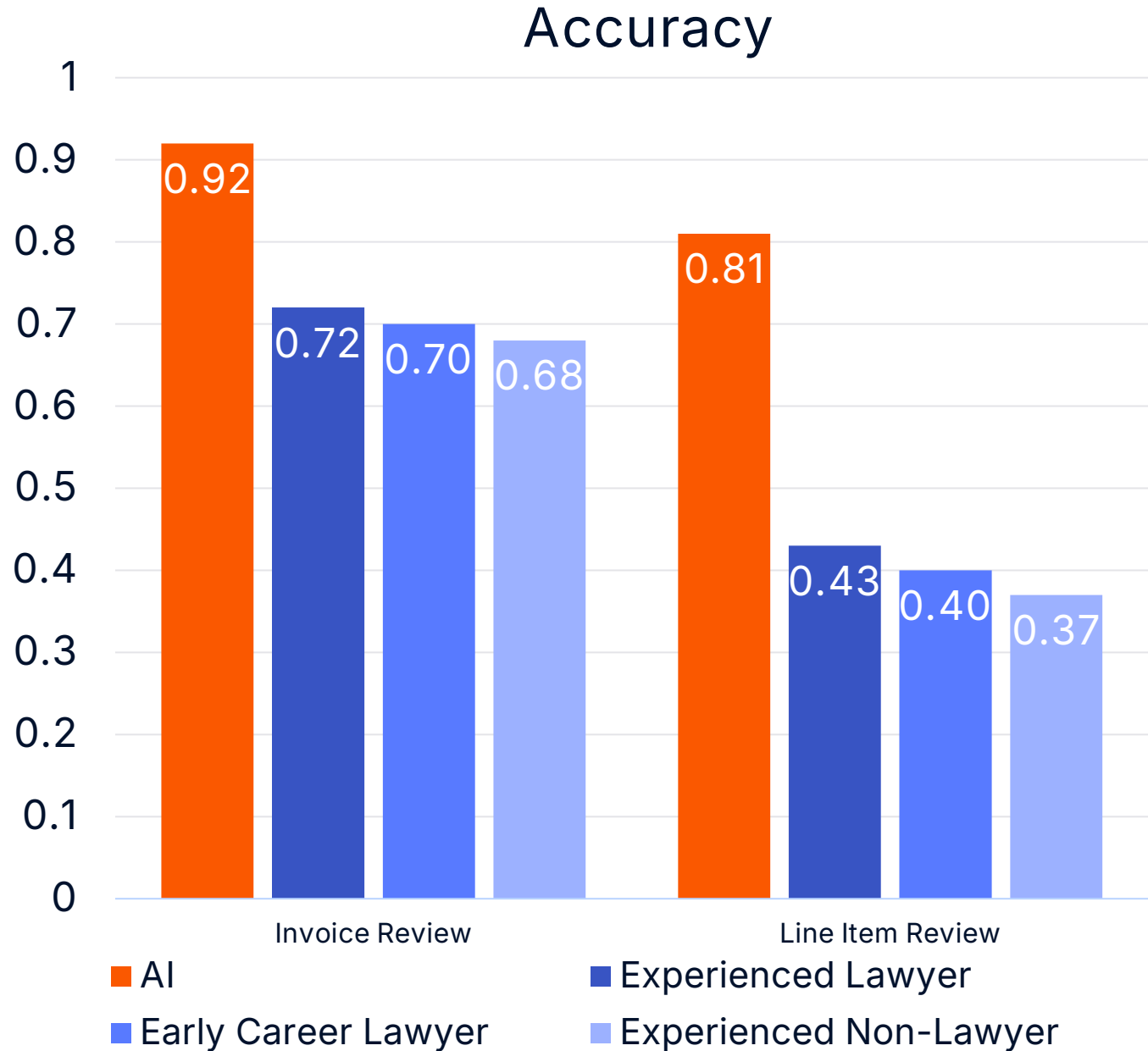
Generative AI Legal Comprehension



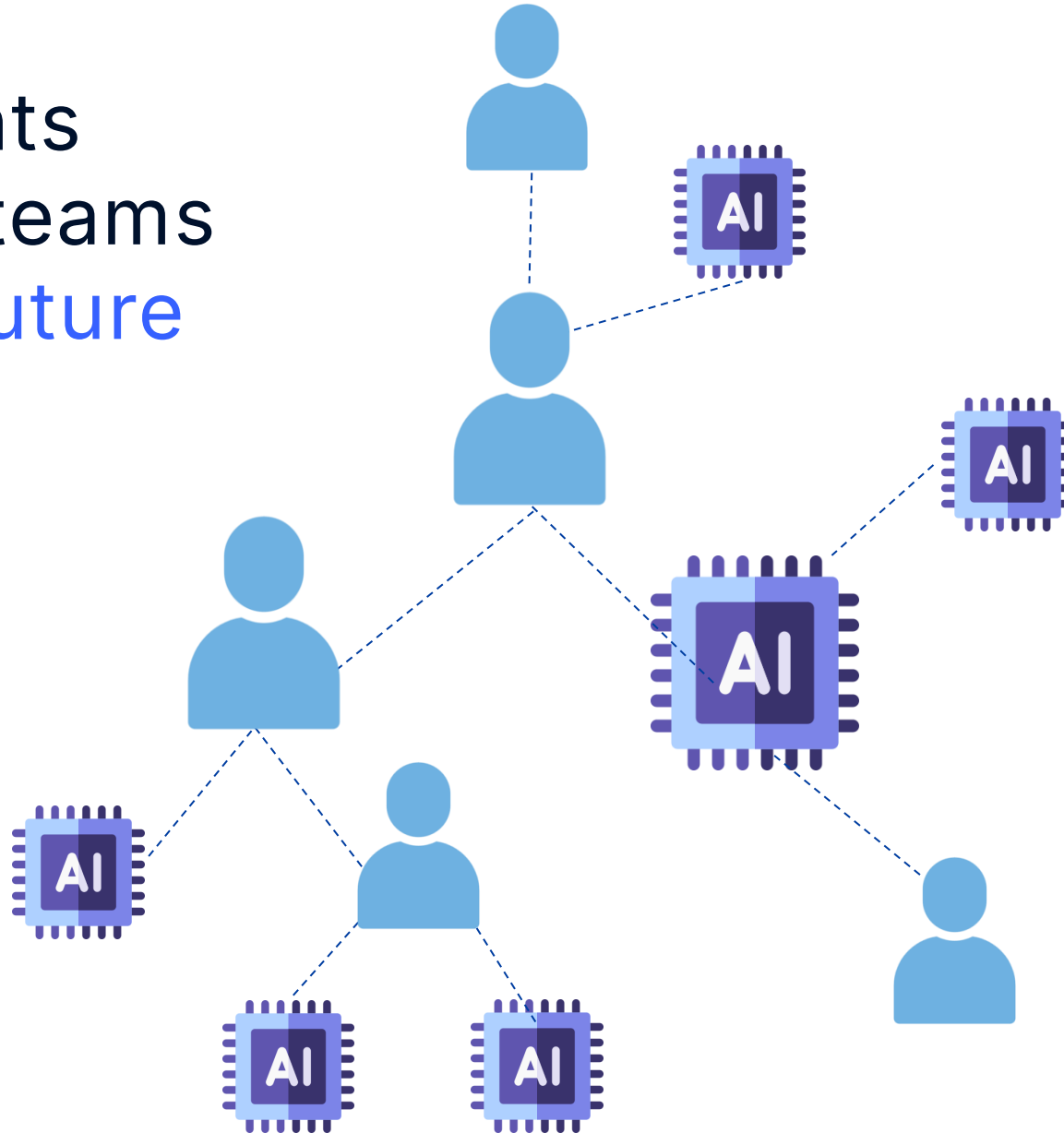
Better Bill GPT

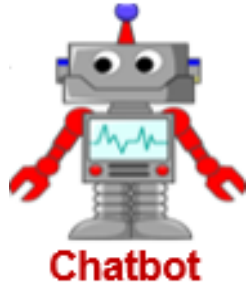
In our soon to be released research, we compared AI agents against 12 bill reviewers across 50 invoices, consisting of 492 individual line-items:

- ✓ AI was 20% more accurate at invoice review than the best performing human reviewers.
- ✓ AI was 38% more accurate at line-item review than the best performing human reviewers.
- ✓ AI was 22x faster than the fastest human reviewers.
- ✓ AI was 99.93% cheaper than the cheapest human reviewer per invoice.

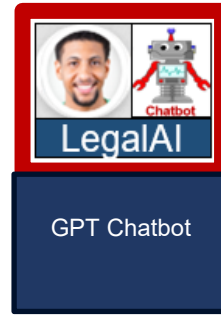


Agents and the teams of the future

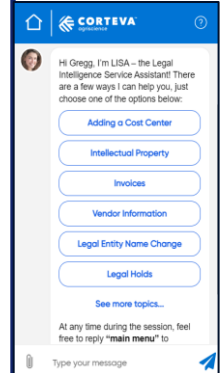
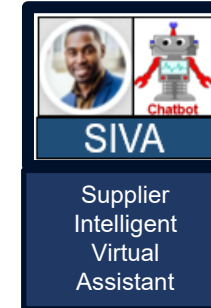
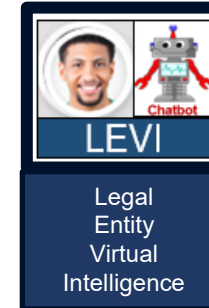
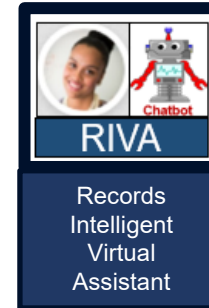
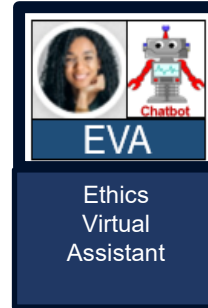
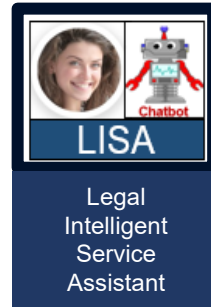




Conversational



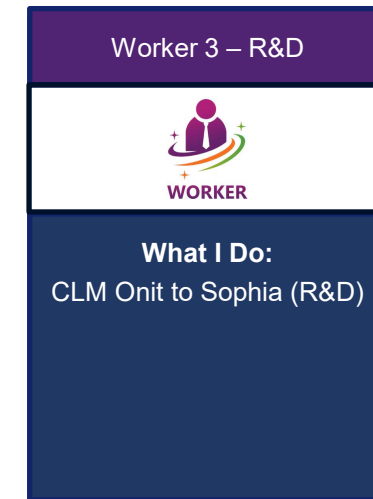
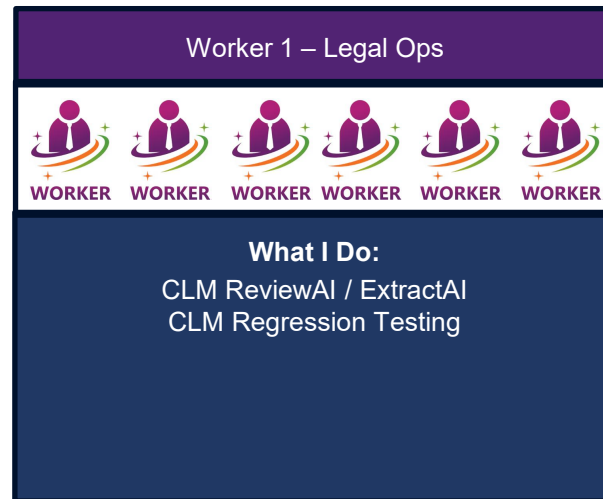
Navigation Driven



Robotic Process (RPA)



Digital Worker



What's Your Job?



Clear goals



Oversight



Feedback



**Someone to say,
Wait, that's not right..**



Staying in Control – The 5Ds

A mindset for managing AI like a capable but fallible teammate

Step	What You Do	Why It Matters
Delegation	Understand the tasks Break-down the tasks Choose what to delegate to AI before starting the work	Not all work should be offloaded You might even delegate <i>across</i> LLMs / agents
Description	Frame the task before AI gets to work This is where good prompting matters (CIDI)	AI needs context and specifics
Discernment	Be critical! Stay actively engaged while AI works – CHALLENGE the AI Meaning purposeful, practical oversight to improve judgment	Catch errors, risks, and gaps
Diligence	Take full responsibility after the AI is done	You remain accountable and enforce standards
Documentation	Capture learnings and consolidate knowledge	Enables development, governance and growth

This model is consistent with and extends the [Anthropic AI Fluency Course](#) 4Ds.

Delivering results with different levels of team members

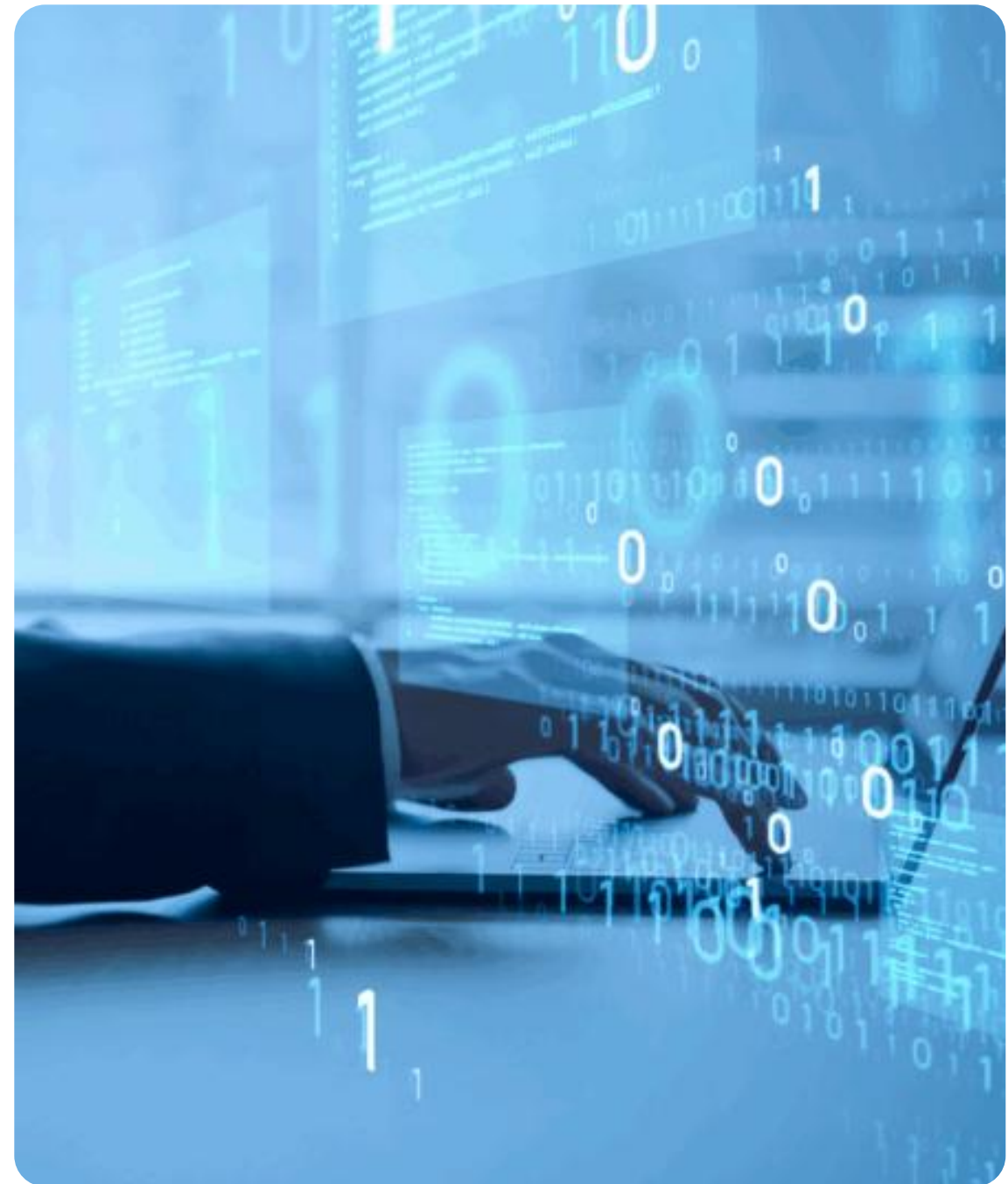
AI fluency	Technical skills	Innovative	I can...
AI illiterate	Almost none	Resistant to low	• Spell AI
AI literate	low	low	• Prompt when I need it • Have a baseline understanding of the risks, pros and cons of using AI
AI Supervisors	moderate	moderate	• Using AI everyday & supervising Agents • 5 Ds framework
Prompt Engineers	moderate	moderate	• Use range of techniques to improve AI responses • Scientifically validate AI results – F scores
Agentic AI builders	moderate - high	high	• Build agents in a no-low code studio, or vibe code solutions & connect APIs • Evaluate models, strong prompts • Understand the domain & use cases

Poll Question:

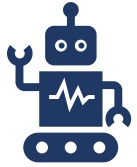
Minimum Standard of AI Fluency

What do you think should be the minimum standard of AI fluency for members of the legal team?

- a. AI illiterate [almost none]
- b. AI literate [low]
- c. AI Supervisors [moderate]
- d. Prompt Engineers [moderate]
- e. Agentic AI builders [moderate – high]



AI Center of Excellence - Capabilities



Digital Workers

Automate repetitive, rule-based tasks by mimicking user keystrokes and clicks using Robotic Process Automation (RPA)



Digital Quality Workers

Pull data from multiple source systems into the OT (Operational Technology) layer for data manipulation, analysis and reporting



Chatbots / Virtual Agents

Simulate human-like interactions for support related inquiries (AI-powered)



Gen AI

Highly advanced AI systems to understand, learn, and apply knowledge across a wide range of tasks



Front-End Technology

Build tools and frameworks used to create the user interface and user experience of a web-application



Big Data

Build solutions to manage large complex datasets and pipelines

Supporting the skills shift in legal

Now (Traditional Legal Skills)

Analytical & Critical Thinking

Legal Research & Writing

Oral Advocacy & Persuasion

Attention to Detail

Judgment & Ethical Responsibility

Client Relationship Management

Future (AI-Era Legal Skills)

++

Reviewing & Improving AI Outputs

++

Oversight of AI Precision & Quality

+ AI Ethics & Responsible Use

++

+ Creativity & Novel Problem-Solving

+ Tech Fluency & Adaptability

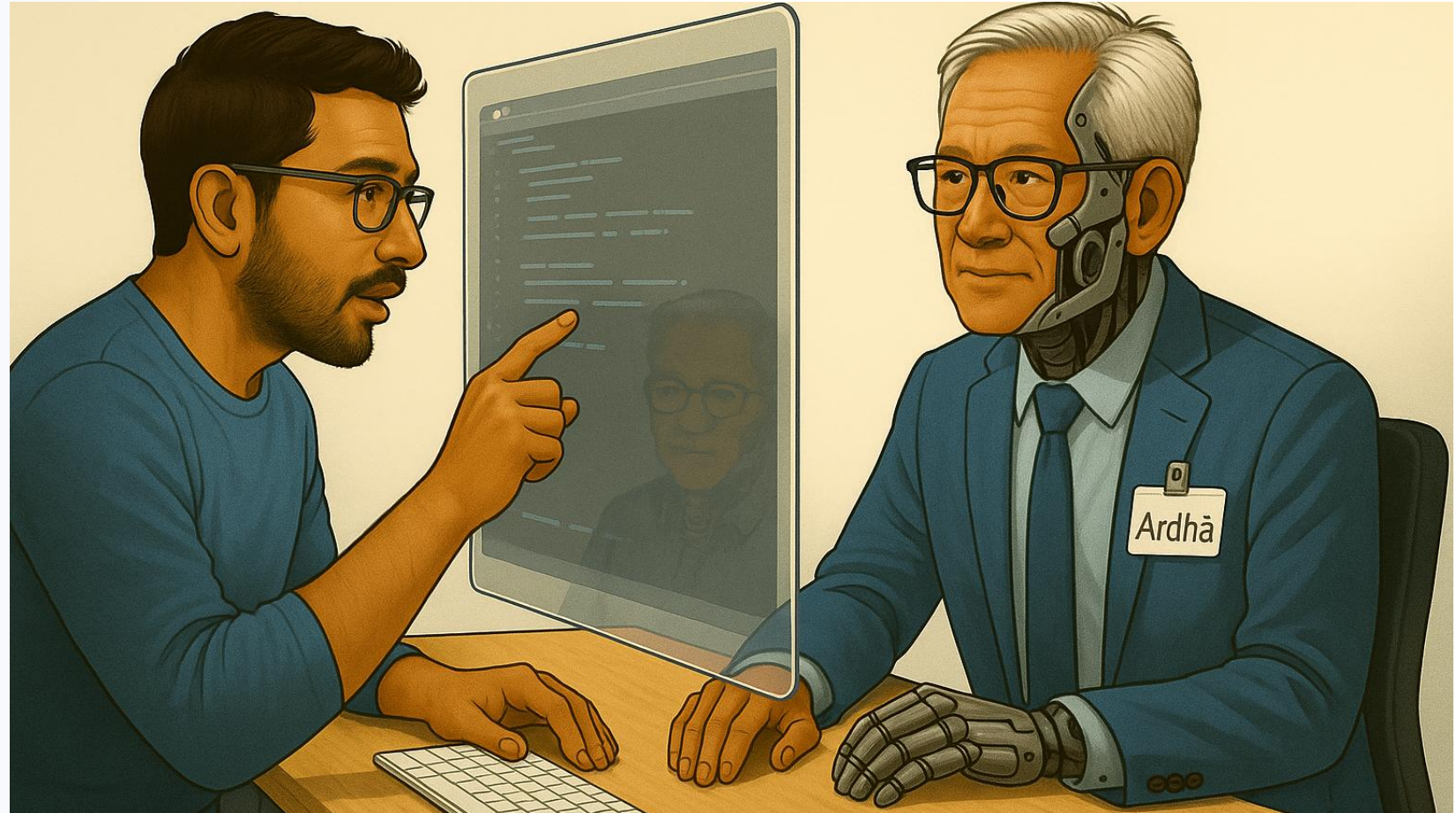
Important muscles for Legal Ops to deliver results



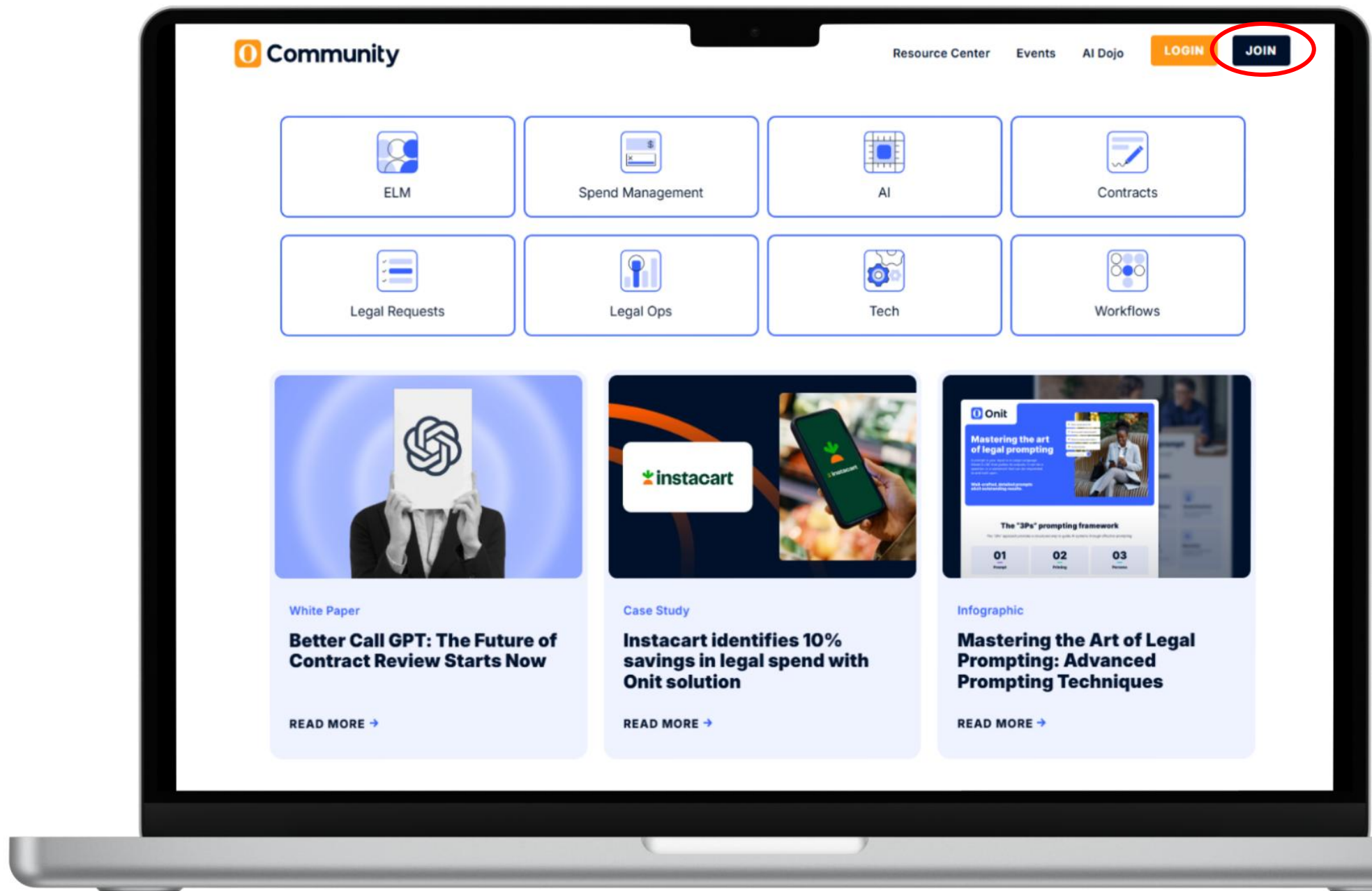
- Data strategy & privacy in an AI world
- AI education
- AI adoption and change management
- Constant experimentation mode
- AI governance & vetting
 - Agility with constant pace of change



Leadership



Join for the *LEGAL AI LITERACY COURSE*



Poll Question:

Speak with an Onit Expert

Are you interested in speaking with an Onit Expert?



Q&A



Thank you!