

CASE STUDY KIRKLAND & ELLIS LLP



MORE THAN A LAW FIRM

Kirkland & Ellis has provided a broad range of high-quality legal services to clients for more than 100 years. With offices around the world, Kirkland's reach is continually growing. Their growth and success is undeniable: Kirkland was ranked #2 in the AmLaw 100 rankings in 2017, a ranking based on financial metrics, and #2 in the 2017 ATL Power 100 Law Firm Rankings.

Although Kirkland is a large firm providing services in complex litigation, corporate and tax, intellectual property, restructuring and counseling matters, they also recognize the incredible value of technology. According to Kirkland, it is important for them to "keep pace with today's technology by providing our lawyers, staff and clients with the most advanced technology tools available to facilitate the practice of law." As such, it was a natural extension for Kirkland to partner with Genesys Works. For 7 years, Genesys Works high school interns have provided Kirkland & Ellis with support in their IT department. Kirkland first placed interns at the firm's Chicago office and eventually expanded to their offices in Houston, Bay Area, and recently the Washington, D.C., area. "At Kirkland, we place a high value on our partnership with Genesys Works," Eugene Assaf, P.C., partner (Washington, D.C.) and member of Kirkland's Global Executive Committee said. "We have committed to this relationship across multi-

ple cities, and it's been a positive experience all around. The students gain valuable, hands on professional experience. Our employees hone their leadership and coaching abilities while training and mentoring our interns. Our D.C. office has certainly benefited from the students, their energy and enthusiasm, as well as their high-quality work with our IT team."

INTERNS FILL VALUABLE ROLES

The Genesys Works program in the National Capital Region provided Kirkland with two interns during the 2016-17 school year - Francess and Jacob. Their supervisor, Brad Koerber, was eagerly anticipating their support because he had heard such positive feedback from fellow Kirkland employees who had experience with Genesys Works interns.

"I oversee both interns," Brad said. "My experience has been nothing but amazing. Our Genesys Works interns have been ready, able and willing to work and succeed." Brad is a technology support coordinator at Kirkland. He was recently promoted to the position and his manager felt that overseeing the internship process would be a good starting point for management training. Kirkland is able to fill a professional development need by partnering with Genesys Works and placing entry-level interns under employees who are ready to show management responsibilities.

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"I really value how they come in and are energetic; they want to learn," Brad added. "Jacob and Francess are excited about the work, and it boosts the morale in the office.

"They come in and change the mood because they are so upbeat. I love that enthusiasm, and I remember having that same kind of drive at my first job."

The IT interns at Kirkland support the department in a variety of ways. Jacob does equipment moves and setup for new hires, he retrieves equipment from terminated employees, and works with a tech who images laptops for each new hire. Francess works on mobile devices, both for new hires and current employees who are getting a new device.

KIRKLAND IS CHANGING THE COMMUNITY

"I have learned so much about computers, being a part of an IT team, and working in a professional environment, like problem-solving, asking questions, being confident, and more," Francess said. "If I make a mistake, they tell me it's okay, it happens to the best of us. They make it a very well-organized and drama-free workplace which I really appreciate."

Francess is a senior at Mount Vernon High School. She has made it a priority to surround herself with peers who are highly motivated and have high aspirations. These peers influenced her to participate in an internship during high school.

"On the first day, I was so nervous and eager," said Francess. "Kirkland treats its employees well. I like how I feel important and needed at Kirkland; like what I do really makes a difference."

Although high school interns sometimes handle the "less than glamorous" duties according to Brad, this is important to the productivity of the department because it frees him up to focus on more important tasks. Ultimately, he still made it a goal for the interns to be able to go on service requests without him by the end of the internship.

"We've worked really hard to get to that," said Brad. "And they are both on target to work alone; I trust that they'll get the job done!"

After high school, Francess aspires to enter the military and qualify for an army medical scholarship. She wants to eventually become an obstetrics gynecologist and deliver newborns. She knows the motivation and drive she acquired from the internship at Kirkland will serve her well on her path to success.

**GENESYS
WORKS.** For **Students**
For **Companies**
For **Communities**



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