



Legal Netlink
Alliance

Europe Winter General Meeting 2026

30 January 2026

Madrid, Spain

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Introduction

- This presentation outlines a proposal to develop HR management services for member firms.
- This initiative represents the first step in a series of planned projects, including the development of billing structures, the implementation of AI and IT solutions, and the creation of partnership frameworks and succession planning models.
- LNA is well-positioned to provide meaningful HR support by leveraging our collective expertise and shared experience across universally relevant HR domains.
- To ensure consistent access to the knowledge and guidance necessary for effective HR decision-making and sustained organizational growth we want to enable our members to request assistance and exchange insights.

Which services we can offer to our members?

- **HR Strategy Development**
- **Recruitment and Talent Acquisition**
- **Onboarding and Training Programs**
- **Performance Management and Feedback Systems**
- **Career Development and Progression Plans**
- **Employee Satisfaction Surveys**
- **Team Building and Culture Initiatives**

How It Will Work in Practice:

Receiving Requests



Forming the Team



Providing Assistance

- In the test period, which shall not be shorter than 1 and not longer than 2 years, all services will be provided pro bono (except mutually agreed). After first 2 years this issue will be revisited.

Benefits of HR management services:



Enhanced Operational Efficiency



Attraction and Retention of Talent



Improved Employee Satisfaction



Compliance and Best Practices



Uniformity of the HR policies within LNA

Introduction to the members and website section for HR services

- This idea, in the form of presentation needs to be communicated with the members in few stages:
 1. via e-mail information and presentation to the members;
 2. via presentation and workshop in one of the next meeting;
 3. through regular video calls in case we raise some interest.
- Assistance with various LegalTech platforms, as Platform 9 should be further considered.
- LNA should also create a dedicated section on our website to showcase the HR management services available to our member law firms.

Examples of possible situations where HR strategy can be implemented:

SITUATION 1.

A LNA member firm is struggling with staff turnover and unclear roles.

Plan:

- A team from other LNA firms with strong HR practices assists in developing a HR strategic plan, aligning the firm's growth goals with its workforce needs.
- Calls are held online to analyze the main issues.
- The team introduces a systemic list of responsibilities and targets for each role.

SITUATION 2.

A LNA member firm wants to expand into IP law but lacks recruitment experience in this area.

Plan:

- Another firm in the network that recently hired a strong IP team shares job descriptions, interview questions, and sourcing platforms.
- Jointly, they create a recruitment campaign in English and local language.
- Assistance in development of the program for IP lawyers from internship to after bar exam.

SITUATION 3.

A LNA member wants to introduce a feedback system but has never done formal evaluations.

Plan:

- Another LNA partner helps them implement 360-degree reviews, adapted to the firm's structure.
- A 1-hour training for managers is held online on how to deliver constructive feedback.
- A standardized evaluation form is shared via the LNA portal.

Conclusion

- This proposal presents a practical framework for delivering HR support to our member law firms.
- By leveraging our collective expertise and shared resources, we aim to strengthen operational efficiency and contribute to the long-term success of all members.
- All guidance will be tailored to the specific legal, organizational, and cultural context of each jurisdiction and each individual firm.

YOUR QUESTIONS...?