

Scott D. Rechtschaffen

Chief Knowledge Officer
Shareholder

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Focus Areas

Littler Knowledge Management
Legislative and Regulatory

Overview

As Littler's Chief Knowledge Officer, Scott D. Rechtschaffen supports the firm's efforts to provide innovative client services by integrating new technologies and work processes and enabling attorneys and clients to access the collective knowledge and experience of the firm's more than 1,000 attorneys. He combines over 35 years of experience representing companies in every area of labor and employment law with a broad understanding of technology to help the firm's attorneys and their clients to develop solutions that enhance the firm's ability to deliver legal information and legal services to its clients.

Scott heads the firm's Knowledge Management Department (KM) comprising dedicated, full-time knowledge management attorneys, who are all experienced in employment and labor law, along with technologists, research specialists and administrative support. The KM Team supports the firm's attorneys, practice groups and major firm initiatives. He has been a key member of the multi-disciplinary teams that developed the award-winning Littler CaseSmart® approach to legal case management and Littler Edge, the firm's comprehensive knowledge-centered client portal.

In addition, Scott is responsible for the firm's Executive Employer® Conference, an annual gathering of in-house counsel and human resources professionals representing some of the country's leading organizations. He was the co-creator of *Winning Through Prevention: The Littler Employment Law Challenge*, an innovative teaching tool designed to enhance the training of managers and supervisors.

Scott is the co-founder of ComplianceHR, an innovative joint venture launched in 2015 by Littler and Neota Logic, a legal software company. ComplianceHR leverages Littler's unparalleled experience and knowledge of employment law with the power of Neota Logic's expert systems to provide a transformative suite of online compliance solutions for HR and legal professionals.

Previously, Scott served as Senior Vice President of Learning for ELT, the nation's premier provider of on-line employment law training services. He founded the Littler Learning Group, a division of Littler that provides innovative compliance training solutions worldwide.

Scott has written extensively and has published articles in national publications on human resources management, knowledge management and legal technology. He regularly speaks at knowledge management seminars and legal technology conferences organized by the American Bar Association's Law Practice Management Section, Association of Corporate Counsel, American Lawyer Media, Legal Marketing Association, International Legal Technology Association, ARK Group and other professional organizations.

In 2018, Scott was appointed as an adjunct professor at Cornell Law School where he teaches legal technology at the Cornell Tech campus on Roosevelt Island in New York City.

For his outstanding achievements in the field of knowledge management, Scott has been awarded the Distinguished Peer Award as KM Champion of the Year by International Legal Technology Association, the legal industry's leading voice on technology in law firms. In 2014, he was named to the Fastcase 50, an annual compilation, "honoring the law's smartest, most courageous innovators, techies, visionaries, and leaders" and the *Financial Times* named Scott among the ten most innovative lawyers in North America. In the same year, he was inducted as a Fellow in the College of Law Practice Management, a peer-nominated honor bestowed on law practice management specialists, "who consistently exemplify the highest professional standards and achievements" over at least a 10-year period. In 2020, he was elected to the Board of Trustees of the College of Law Practice Management.

Professional and Community Affiliations

- Member, Labor and Employment Law Section and Law Practice Management Section, American Bar Association
- Member, Labor Law Section, State Bar of California
- Member, Bar Association of San Francisco
- Member, Board of Trustees, College of Law Practice Management

Recognition

- Named, The Best Lawyers in America®, 2024-2025
- Named, Ten Most Innovative Individuals, North America Innovative Lawyers Report, *Financial Times*, 2014
- Recipient, Serial Innovator Award, *The Recorder*, 2015
- Recipient, Innovator Award, *The Recorder*, 2014

- Named, Fastcase 50, *Fastcase*, 2014
- Recipient, Distinguished Peer Award, Knowledge Management Champion of the Year, *International Legal Technology Association*, 2011
- Fellow, *College of Law Practice Management*, Inducted 2014

Education

J.D., Cornell University Law School, 1984

A.B., University of California, Berkeley, 1981

Bar Admissions

California

Publications & Press

Scott Rechtschaffen, CKO of Littler, talks Legalweek, Gen AI, and Cornell Tech

Legal IT Insider

January 28, 2024

vLex Launches First Global AI Legal Assistant: Vincent AI for Research and Drafting

Westlaw Today

October 17, 2023

The Evolution of HR and Compliance

SHRM Online

June 6, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace

Littler Report

May 11, 2023

Law School Tech Classes Are Increasingly Important—And Difficult to Teach

LegalTech News

January 21, 2021

Littler's Chief Knowledge Officer and Cornell Law Students Discuss How Hands-on Tech Training Enhances the Practice of Law

Littler Podcast

January 28, 2020

Littler, Cornell Tech and Neota Logic to Present Legal Apps Competition on December 6

Littler Press Release

November 26, 2019

Finding a Competitive Advantage Through Innovation

ACC Docket

September 1, 2019

Law firms are developing their own tools and software to better serve clients

ABA Journal

June 1, 2019

Some law schools offer tech programs to help students find jobs, but does it work?

ABA Journal

March 1, 2019

App-roaching the Bench: Providing Legal Services Through Technology

Littler Podcast

December 12, 2018

Law, Business Students Develop AI Apps to Aid Nonprofits

Cornell Chronicle

December 6, 2018

The Future of Knowledge Management in Law Firms - The Answer is Out There

CIO Review

November 20, 2018

Littler, Neota Logic, Cornell Law School and Cornell Tech Present Legal Apps Competition on December 3

Littler Press Release

November 13, 2018

Big Law Innovators Tell How To Beat The Status Quo

Law360

August 22, 2018

Old Problems, New Solutions

The Modern Lawyer

April 26, 2018

Why Selling Products May Be the Future for Law Firms

Law360

April 5, 2018

4 Places BigLaw Is Putting Its Tech Budget Dollars

Law360

February 7, 2018

Firms Offer More Web-Based Legal Tools, But at What Price?

The American Lawyer

October 2, 2017

ILTACON TV 2017 – Interview with Scott Rechtschaffen

ILTA

August 22, 2017

Let's Stop with the Robot-Lawyer Memes

International Legal Technology Association

August 1, 2017

Law Architects: New Legal Jobs Make Technology Part of the Career Path

ABA Journal

May 1, 2017

4 Ways Firms Can Be More Tech-Forward

Law360

November 14, 2016

Technology in Legal Industry, a Far Fledged Dream

CIO Review

September 22, 2016

2015 Innovator Awards: ComplianceHR

The Recorder

December 4, 2015

2015 Innovator Awards: Scott Rechtschaffen

The Recorder

December 4, 2015

Knowledge Management's Place in the Legal Department

Legaltech News

October 5, 2015

HR compliance headaches may have a new tech-driven cure

HR Dive

May 22, 2015

Littler Leader On HR Venture With Tech Firm

Bloomberg BNA

May 7, 2015

Littler Launches New Technology Solution for Employment Law Compliance

Littler Press Release

May 6, 2015

Littler Elects Five New Members to its Board of Directors

Littler Press Release

January 26, 2015

Two Events - Two Views of Innovation

International Legal Technology Association

December 17, 2014

Littler Honored for Innovation in the Financial Times 2014 North America Innovative Lawyers Report

Littler Press Release

December 9, 2014

Innovators: Scott Rechtschaffen, Littler Mendelson

The Recorder

December 8, 2014

Littler's Scott Rechtschaffen Inducted as a Fellow of the College of Law Practice Management

Littler Press Release

October 23, 2014

Ahead Of The Curve: Three Big Innovators In Big Law

The Legal Whiteboard

August 24, 2014

Littler's Scott Rechtschaffen Recognized Among the "Fastcase 50" List for Innovation in Legal Services

Littler Press Release

July 14, 2014

For Littler Mendelson, a Game Changer

The Recorder

March 11, 2013

Rethinking workflows: Re-engineering case management processes

Managing Partner

January 22, 2013

InnovAction Awards Honor Creative Efficient Gains

Of Counsel: The Legal Practice and Management Report

October 1, 2012

Building a successful knowledge management program

InsideCounsel

September 1, 2012

KM innovators lead change in the legal field Case management solutions streamline processes, improve client collaboration.

KM World

February 1, 2012

Littler Receives Top Honors From the International Legal Technology Association

Littler Press Release

September 12, 2011

The Commodity vs. Premium Work Debate: Observations on the Transcendent Role of KM

International Legal Technology Association

June 2011

Are Law Firms Long-Term Greedy Enough?

ABA Journal

February 3, 2011

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade

Littler Report

September 30, 2010

Leveraging Online Systems: Identifying Opportunities To Deliver Legal Services More Effectively

Annual Techshow Conference - American Bar Association

2010

Speaking Engagements

2023 Littler AI Summit

Washington, DC

September 21, 2023

Technology & Innovation in the Legal Industry: How Developments are Changing the Roles & Responsibilities of In-House Counsel

Association of Corporate Counsel Asia-Pacific Xchange Conference

June 17, 2021

The Coming Disruption of Legal Services: The Role of Knowledge Professionals & Technology

Northern California Association of Law Libraries 2021 Spring Institute

April 29, 2021

Best Practices from Pioneers of Innovative and Integrated Law Firm Technologies

Legal Marketing Association Tech West Conference

April 26, 2021

Unshackling KM: Supporting Legal Service Delivery or Your Business Model

Ark Group's Annual Knowledge Management in the Legal Profession Conference

October 20, 2020

How a Dynamic KM Infrastructure will Help Future-Proof Your Firm (even in the event of a pandemic)

Ark Group's Annual Knowledge Management in the Legal Profession Conference

October 19, 2020

Legal Apps Competition

Cornell TechTata Innovation Center 11 East Loop Road Roosevelt Island New York, NY 10044

December 6, 2019

Innovation Success Stories

2019 ILTACON International Legal Technology Association, Orlando, FL

August 21, 2019

Teaching Attorneys to Fish: The Impact of Expert Systems

SOLID West, San Francisco, CA

February 28, 2019

The Future of Legal Services: Staying Competitive & Collaborative Amidst Growing Client Pressures

2019 LegalCIO Conference, New York, NY

January 29, 2019

Avoid the Shiny Object – Why the Use Case is More Important than the Technology

Ark Group’s Annual Knowledge Management in the Legal Profession Conference, New York, NY

October 24, 2018

Keynote Panel: Stories of Innovation – People, Perspective, Persistence

2018 ILTACON International Legal Technology Association, National Harbor, MD

August 22, 2018

Small Projects with Big Impact

2017 ILTACON International Legal Technology Association, Las Vegas, NV

August 15, 2017

Emerging Business Models & Growth Opportunities for Law Firms

Legalweek West 2017, San Francisco, CA

June 12, 2017

Riding the Wave of Change to Meet Client Needs More Efficiently

Legalweek West 2017, San Francisco, CA

June 12, 2017

Identifying What Really Matters: Positioning the IT Department as a Strategic Asset in the Law Firm

LegalCIO Conference, New York, NY

February 2, 2017

Inaugural Canada Conference

Toronto, ON

November 21, 2016

Innovative New Law Firm Products

2016 Legal Marketing Technology Conference/West

October 5, 2016

From the Front Lines: Actual Jobs in “New Law”

2016 Annual Education Conference, International Legal Technology Association, National Harbor, MD
August 29, 2016

The Path Forward: Technology Tools That Work

Gro Pro 20/20: The Future of Professional Services Strategy
June 14, 2016

Convince the Lawyers: How to Make the Case for the Disruptive Impact of New Technology

12th Annual Law Firm Chief Information & Technology Officers Forum, New York, NY
February 3, 2016

Pioneering Law Firms: Breakthroughs and Efficiencies in Service Delivery

2016 New York Conference – LegalTech
February 2, 2016

KM & Marketing: True Partnership or Marriage of Convenience

Ark Group’s Annual Knowledge Management in the Legal Profession Conference, New York, NY
October 21, 2015

Fail Forward: Failure As A Foundation for Success

2015 Annual Education Conference – International Legal Technology Association, Las Vegas, NV
September 2, 2015

Careers in Legal Technology

From Revolution to Evolution: Digital Tools in Law Practice - Georgetown University Law Center, Washington, DC
April 23, 2015

The Legal Industry Inflection Point: The Time for Innovation is Now!

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN
August 20, 2014

The Rise of Expert Systems: Threat or Opportunity to Traditional Legal Services

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN
August 18, 2014

It’s a Failure Party! How to Celebrate These Learning Opportunities

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN
August 18, 2014

IT: The Catalyst

2014 New York Conference - LegalTech
February 4, 2014

Should You Create Innovative Online Legal Products for Clients

2013 Annual Educational Conference - International Legal Technology Association, Las Vegas, NV
August 22, 2013

IT: The Catalyst

2013 Annual Educational Conference - International Legal Technology Association, Las Vegas, NV
August 19, 2013

If We Could Build it From Scratch, What Would We Do?

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine
October 24, 2012

Beyond Extranets! What Clients Really Want

2012 Annual Conference - International Legal Technology Association
August 27, 2012

Projects Furthering Innovation: A Follow Up With Two 2011 Distinguished Peer Award Winners

International Legal Technology Association Webinar
March 29, 2012

IT & Knowledge Management Working Together: Greenfield Perspectives

Legal IT Forum 2011
October 13, 2011

How KM Supports Innovative Service Delivery

2011 Annual Conference - International Legal Technology Association
August 24, 2011

How Can Law Firms (and KM) Profit from the Commoditization of Legal Services and an Increased Client Demand for Value

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine
October 22, 2009

Self-Service Contract Creation: Providing Better Service in a World of Frozen Budgets

2009 Annual Meeting - Association of Corporate Counsel
October 19, 2009

KM from a Practicing Attorney Perspective

LegalTech New York 2009
February 2, 2009

Online Social Networking – A Virtual Cocktail Party

10th Annual Legal Marketing Association Technology Program: Back to the Future
September 10, 2008

An Expansive View of Knowledge Management

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine
October 25, 2007

KM – Beyond Document Management

Knowledge Management for the Modern Law Firm Conference - ARK Group
February 22, 2006

What's really in your information systems? Various approaches to effectively mine, aggregate and understand our intellectual capital

KM for the Legal Profession Conference - ARK Group
October 5, 2005

Books & Book Chapters

- Innovation as a Business Development Strategy, *The Client Experience – How to Optimize Client Service and Deliver Value*, Globe Law and Business, 2021
- A History of Knowledge Management at Littler Mendelson, *Legal Informatics*, Cambridge University Press, 2021
- Innovation as a Business Development Strategy, *Strategic Innovation as an Emerging Firm Function*, ARK Group, 2018
- Innovation as a Business Development Strategy, *Law Firm KM: Driving Practice Innovation and Redefining Service Delivery*, ARK Group, co-authored with Jim Durham, 2016
- *Employee Handbook: Expert Legal Software*, Lawgic Publishing Company, contributor, 1997
- *Employee Handbooks: How To Write One For Your Company*, California Chamber of Commerce, primary author, 1994