

Examining Performance Review in Wrongful Termination Case

Challenge and Opportunity

Legal counsel for a large firm wanted to validate the termination of an employee for cause and to counter the claim of discriminatory practices.

Approach

- Our team analyzed the performance review scores for all the firm's employees to see if there were any correlation between an employee's score and gender that would affect how an employee was being reviewed or compensated.
- We then analyzed the firm's Slack channel data and direct messages between employees and tagged any messages which were inappropriate. Then we tagged the structure of the response to these messages and created a set of heuristics for a predictive model of conversational flow that would reveal discriminatory practices in the firm.
- When the predictive model had analyzed all the data, we determined that the firm did have an issue with employee communication and gave the client a comprehensive list of office communications data that the model had flagged as inappropriate.

Results

By analyzing quantitative data in a single issue of wrongful termination, we were able to provide the client with the quantified data and analysis to address the claim.

50+

Clients Served*

20+

Data Services Offered

185%

Average ROI
Based on 2 years of cost decrease or revenue increase over consulting fees *

(excluding internal implementation cost)