

# Balancing the Scales of Personnel Planning at Manatt, Phelps & Phillips

Manatt, Phelps & Phillips, a preeminent law firm in the United States, used Excel to track their dynamic headcount, making it difficult to determine the impact of personnel on revenue. With Prophix, Manatt streamlined their personnel planning process, allowing them to better communicate with corporate stakeholders.

---

## Business Challenges

With a dynamic workforce, affecting both cost and revenue planning models, Manatt struggled to build budgets that could be rolled up into divisions from the staff level. Budgeting in Excel further complicated this process, making it necessary to enter the same data into multiple tabs. Revisions to an employee's division or office title created further issues that required placeholder entries.

## Why Prophix?

After evaluating several Corporate Performance Management (CPM) software solutions, Manatt chose Prophix. A key factor in this decision was Prophix's Detailed Planning Manager (DPM), which allows Manatt to control staff planning at an individual level. Another key to the success at Manatt is that individuals can be allocated across multiple departments for user-defined periods of time. Manatt no longer needed to manually enter the same employee in multiple worksheets, reducing the possibility of data-entry error.

## Results

Manatt now relies on Prophix's DPM for several budgeting & personnel planning processes including a model for use by equity partners and separate cost & revenue calculations.

Manatt, Phelps & Phillips, LLP is a Los Angeles based law firm of more than 400 attorneys and other professionals, founded in 1965.

**Operating:** Since 1965

**Website:** [www.manatt.com](http://www.manatt.com)

**Annual Revenue:** \$324 million

**Employees:** 800

**ERP:** Aderant

---



# Prophix Customer Story

Manatt's equity partner model integrates plan and actual data to estimate monthly and yearly payout based on individual ownership percentage. Forecasting these calculations assists Manatt in managing a large portion of their cash flow and provides visibility to partners.

Manatt also has two additional detailed planning models. The first model provides the required detail to estimate payouts from and contributions to the benefit program for the many different employee types.

The second model leverages over 50 calculations to plan and track hours and calculate revenue by employee and client for all billable resources, as well as projected new hires. "The combination of these two models has allowed us to improve business execution and organizational analysis" said Erik Lima, Manager of Business Analytics at Manatt, Phelps and Phillips.



## Future Plans

Manatt plans to build capital expenditure and cash flow models that integrate directly with their accounting system, Aderant. This new cash flow model will incorporate data currently available in their existing equity partner model. Direct data integration to external systems will be an important part of building these models, allowing Manatt to continue to expand their Prophix capabilities.

## About Prophix

Prophix develops innovative software that automates critical financial processes such as budgeting, planning, consolidation and reporting – improving a company's profitability and minimizing its risks. Thousands of forward-looking organizations in more than 90 countries use software from Prophix to gain increased visibility and insight into their business performance.



[www.prophix.com](http://www.prophix.com)

### Head Office

350 Burnhamthorpe Road W,  
Suite 1000 • Mississauga, Ontario  
Canada • L5B 3J1

+1 (905) 279 8711  
[info@prophix.com](mailto:info@prophix.com)

### Additional Offices

USA: +1 (800) 387 5915  
UK: +44 (0) 118 900 1900  
Europe: +45 7023 2375  
DACH Region: +49 69 509 565 605  
Brazil (Rio de Janeiro): +55 21 3094 3900  
Brazil (São Paulo): +55 11 3583 1678