

# Research on Enterprise Legal Service Strategy Based on Compliance Management Optimization

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**Abstract:** With the background of enterprise compliance management, this paper discusses how to improve the level of enterprise legal service and reduce enterprise legal risks by optimizing the compliance management system. It aims to analyze the current situation and existing problems of enterprise legal services through the analysis of the importance of compliance management. Furthermore, it delves into the case of enterprise legal service strategy based on compliance management optimization to verify the effectiveness and feasibility of enterprise legal service strategy.

**Keywords:** Compliance management; Corporate legal affairs; Service strategy; Legal risk

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## 1. Introduction

In today's rapidly developing market economy, the legal environment is becoming increasingly complex. Combining the enterprise's actual situation, establishing, and improving the coordination mechanism between legal management and compliance management, and strengthening internal risk management within the enterprise to enhance overall management efficiency has become a key focus for chief legal officers and management. To systematically address this issue, a comprehensive understanding of the core principles of risk management and internal control is essential. Subsequently, systematic coordination of legal and compliance functions should be conducted in conjunction with the enterprise's actual circumstances, thereby achieving an overall improvement of the enterprise's risk prevention and control capabilities. This paper first explains the importance of compliance in enterprise front-end risk control and management efficiency improvement from the perspective of compliance management, followed by an analysis of the current enterprise legal situation and existing problems, and puts forward the enterprise legal service strategy based on compliance management optimization. Finally, a large pharmaceutical company is taken as an example for analysis to verify the feasibility of the practical application effect of the strategy, thus providing some reference and reference for related enterprises.

## **2. The importance of compliance management**

Compliance work is one of the important contents of the core competitiveness of enterprises. Strengthening compliance management is the source of the prevention and control of all operational risks. In good compliance management, most risks can be resolved from the front end and get twice the result with half the effort. First of all, compliance management can effectively prevent legal risks, avoid enterprises being punished by law for illegal acts, and protect the legitimate rights and interests of enterprises<sup>[1]</sup>. Secondly, compliance operations can not only improve the social image of enterprises but also enhance the social responsibility and social responsibility of enterprises, thereby enhancing consumers' trust and investment confidence in enterprises. Finally, compliance management can also improve the internal management efficiency of the enterprise, rely on the perfect compliance system, improve the operation efficiency of the enterprise, and ensure the long-term healthy development of the enterprise.

## **3. The current status quo and existing problems of corporate legal services**

### **3.1. Definition and function of enterprise legal services**

Corporate legal service refers to the services of enterprises in legal affairs, including contract management, intellectual property protection, litigation and arbitration, compliance consulting, etc. Its main function is to provide legal support for enterprises, prevent legal risks, and protect the legitimate rights and interests of enterprises. Enterprise legal service is an important part of enterprise compliance management, but also an indispensable part of enterprise operation.

### **3.2. The current situation of corporate legal services**

At present, the status and role of enterprise legal services in the enterprise are gradually improving, the service content is constantly enriched, and the professional team is gradually growing<sup>[2]</sup>. More and more enterprises are beginning to recognize the importance of legal services and are actively establishing and improving their legal departments to improve the quality of legal services. However, there are still some problems, such as the low status of the legal department and limited function, uneven quality of legal personnel and insufficient professional ability, imperfect legal service process, and low work efficiency.

### **3.3. Problems existing in enterprise legal services**

- (1) The status of the legal department is not high, and its functions are limited. In some enterprises, the legal department has not received enough attention, and its functions and functions are limited, unable to give full play to its due role.
- (2) The quality of the legal personnel is uneven, and the professional ability is insufficient. Due to historical reasons and practical factors, there is a big gap in the quality and professional ability of legal personnel in some enterprises in China. Some legal personnel lack necessary legal knowledge and practical experience, and cannot effectively deal with complex and changeable legal affairs<sup>[3]</sup>.
- (3) Imperfect legal service process and low work efficiency. The legal service process of some enterprises is not perfect, and the lack of standardization and standardization results in low work efficiency and the inability to timely and effectively provide legal support for enterprises.
- (4) The legal service content is single and cannot meet the diversified needs of enterprises. At present, the legal services of many enterprises are relatively simple, which cannot meet the diversified legal needs of enterprises, such as cross-border legal affairs, international arbitration, etc.
- (5) Lack of legal risk prevention awareness, and passive response in legal work. Some enterprises lack the

awareness of legal risk prevention, and often deal with it after the occurrence of legal risk, making the legal work in a passive state.

To better meet the legal needs of enterprises and prevent legal risks, enterprises should actively reform and innovate in these problems to improve the quality and level of legal services.

## **4. Enterprise legal service strategy based on compliance management optimization**

### **4.1. Improving the organizational structure of the legal department**

The enterprise should optimize the organizational structure of the legal department to enhance the status and role of the legal department in the enterprise. First of all, the legal department should be set up as an independent department and directly report to the senior management of the enterprise, thereby ensuring that the decision response of the legal department is timely and implemented in place. Secondly, according to the actual needs of enterprises, the staffing of the legal department should be set up reasonably, and more professional lawyers and legal professionals should be attracted to join, thus enhancing the professional ability of the legal department. In addition, the communication and cooperation between the legal department and other departments should be strengthened and enhanced to ensure that the legal work can be effectively integrated into the work of each department, and get the support and cooperation of each department <sup>[4]</sup>.

### **4.2. Strengthening the awareness of legal risk prevention**

Enterprises should strengthen the cultivation of legal risk prevention awareness so that both the leaders and employees of enterprises can realize the importance of legal risk to enterprise operations. Enterprises can organize legal training and legal lectures to improve the legal knowledge level of enterprise leaders and employees so that they can have more understanding of various legal risks and prevention methods <sup>[5]</sup>. Meanwhile, enterprises should also incorporate legal risk prevention into all links of enterprise operation and management, and establish a comprehensive legal risk prevention system from contract signing, intellectual property protection, labor relationship management, and other aspects.

### **4.3. Optimizing the legal service process**

Enterprises should improve the efficiency and quality of legal services by optimizing the legal service process. First of all, enterprises should establish a perfect set of legal service systems and processes to ensure the consistency and standardization of legal services. Secondly, enterprises should strengthen the information construction of legal services through information means, and use modern technology to improve the efficiency and accuracy of legal services. In addition, the enterprise should establish a communication and collaboration mechanism between the legal department and the relevant business departments, and continuously improve the process to ensure that the legal services can timely and effectively meet the business needs of the enterprise <sup>[6]</sup>.

## **5. Case analysis**

### **5.1. Case selection and background introduction**

Consider a major pharmaceutical company that specializes in research and development, as well as the production and sales of medicines. This company holds a significant position in the pharmaceutical industry. With the continuous expansion of business and the strengthening of external supervision, enterprises are facing increasing legal risks and compliance challenges <sup>[7]</sup>. In response, the enterprise has decided to reform and optimize its legal services to improve the quality and level of its corporate legal services.

## 5.2. Problems existing in the case and cause analysis

- (1) The status of the legal department is not high, and its functions are limited. In this case, the legal department used to be a subordinate department of the human resources department, leading to the low status of the legal department in the enterprise, and its functions and functions were limited.
- (2) The quality of the legal personnel is uneven, and the professional ability is insufficient. Due to historical reasons and practical factors, there is a big gap in the quality and professional ability of enterprise legal personnel. Some legal personnel lack the necessary legal knowledge and practical experience in the pharmaceutical industry, and cannot effectively deal with complex and changeable legal affairs<sup>[8]</sup>.
- (3) Imperfect legal service process and low work efficiency. In this case, the lack of standardization and standardization of the legal service process leads to low work efficiency and the failure to timely and effectively provide legal support for enterprises.

The main reasons lie in the lack of attention to the legal services of the pharmaceutical industry, the lack of resource input from the legal department, and the professional quality of the legal personnel.

## 5.3. Application of optimization strategies in the cases

According to the problems arising in the case, the enterprise adopts the following optimization strategies:

- (1) Enhance the status of the Legal Department, set the legal department as an independent department, and report directly to the senior management of the enterprise to ensure that the decisions of the Legal Department can be responded to and implemented promptly<sup>[9]</sup>.
- (2) Strengthen the training of enterprise legal personnel, organize regular training of legal regulations in the pharmaceutical industry and pharmaceutical-related knowledge, and improve the professional ability of the legal department
- (3) Establish a perfect legal service process and system, clarify the legal service standards, and improve the consistency and standardization of legal services.

In the process of implementing these optimization strategies, the enterprise should first adjust the organizational structure of the legal department, independent the legal department, and reasonably set up the establishment of the legal department according to the actual situation of the enterprise, thereby attracting more professionals in the pharmaceutical industry to join<sup>[10]</sup>. Ensure the legal workload to meet the needs of enterprises. At the same time, by strengthening the training of existing legal personnel and appropriate introduction of professional legal personnel, the overall professional ability of the legal department. In addition, the enterprise has also established a perfect legal service process system through information means, so that the efficiency and accuracy of legal services have been improved.

After a series of reforms and optimization, the enterprise has achieved obvious results in legal services, enabling the legal department to provide timely and effective legal support for enterprises more independently and effectively. The professional ability of legal personnel has also been well improved, and they can effectively deal with complex and changeable legal affairs. The optimization of the legal service process also improves work efficiency and ensures that legal services can timely and effectively meet the needs of enterprises. The implementation of these optimization strategies effectively improves the compliance management level of enterprises and provides strong support for the development of enterprises.

## 6. Conclusion

This paper analyzes the current situation of enterprise compliance management and legal service, and on this basis, puts forward a corporate legal service strategy based on compliance management optimization. Through



the implementation of the strategy, the quality and efficiency of enterprise legal services can be improved and the legal risks can be reduced. In addition, this research results can provide some reference and reference for related enterprises.

## Disclosure statement

The author declares no conflict of interest.

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