WOMEN IN BUSINESS LAW: Building the Talent Pipeline

June 16 2016 | Waldorf Hilton London

Benefits of attending:

• Hear personal stories from some of Europe’s leading general counsel on how they succeeded in their career
• Examine the role and styles of leadership throughout your career path
• Consider the effect of mentoring, sponsorship and coaching and how these improve your skill sets
• Understand the importance of the male role in creating diversity within the organisation
• Attend practical interactive workshops to help develop talent management skills in your organisation
• Work with your peers to put together to come up with viable solutions around retaining female talent at the workplace

6 CPD points
FREE for in-house counsel

TO REGISTER, OR FOR MORE INFORMATION:
CALL +44 (0) 20 7779 8677
EMAIL registrations@iflr.com
TWITTER #WIBL2016
Overview
IFLR invites you to join the fourth annual Women in Business Law Forum: Building the Talent Pipeline. This conference will feature some of the UK’s greatest legal thinkers in an interactive one day forum. It will cover best practices and innovation around the importance of mentoring, business development at all levels, networking and leadership to develop your career or practice.

Europe’s leading women general counsel will share their personal journeys through their legal career and challenges they have overcome. In addition to partner and general counsel level individuals, we welcome men and women at all levels of their career with the aim to foster an all-inclusive debate around the talent pipeline as well as create a network of partners, mentors and successful women.

IFLR will produce a post event report which will be distributed to attendees. The report will include talent management recommendations and case studies of interest to banks, corporates and law firms.

Who should attend:
This forum welcomes men and women within the law at all levels of their career. The aim of the day is to create and share innovative practice around building the talent pipeline within an organisation. It will be of particular interest to:

- Bankers’ counsel
- Corporate counsel
- Private practice partners
- Private practice associates
- Other professional services

Venue
Waldorf Hilton London
Aldwych
London
WC2B 4DD
Tel: +44 (0) 20 7836 2400

Testimonials from 2015’s forum:
“Forum was extremely good, nothing to improve, congratulations!”

“I found this event was very helpful and have picked up many tips to implement in our own women’s network”

“I am leaving today with a new energy for my career”

“The opportunity to hear the personal experiences of highly successful female lawyers and how they have carved their careers was hugely beneficial”

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**Registration and breakfast**  
8.30

**Chair’s introduction and opening remarks**  
9.00  
Elizabeth Meager, EMEA editor, IFLR

**Mentoring, sponsorship and coaching**  
9.10  
- Improving your skill sets through mentorship, sponsorship and coaching  
- Finding the right style of mentorship for you  
- Cross company, internal and external mentoring opportunities  
- Understanding the structure of the workplace before seeking a sponsor  
- When to engage sponsorship: your role within the organisation and transition stage of your career  
- Does coaching need to be targeted?

Elizabeth Bothwell, partner, Arthur Cox  
Nicky Moffat CBE, speaker, leadership consultant & executive coach, What Good Leadership Looks Like  
Leigh Murrin, chief legal operations counsel, GE Capital International  
Janet Johnstone, chief administrative officer, EMEA, BNY Mellon

**Coffee break**  
10.00

**Business card exchange**  
10.20  
Take advantage of this networking opportunity to introduce yourself and exchange business cards with other conference delegates. Start with the people closest to you and then move around the room to learn more about other attendees and their companies and projects.

**Engaging men in women’s initiatives**  
10.25  
- The importance of the male role in creating diversity  
- How can men influence this within the organisation  
- Inclusiveness of all levels from junior to senior positions  
- Best practices to retain male activity in women’s networks  
- Re-energising “women’s networks” to become more “gender balanced”  
- Business development activity you should engage in – how to make it easier for men to get involved

Andrew Darwin, chief operating officer, DLA Piper  
Harry Gaskell, chief innovation officer & partner, EY  
Chris Clark, global marketing director, HSBC

**The role of leadership in negotiating the path to partnership or the board**  
11.15  
- Attributes of a strong leader: innate or learned  
- Does strong leadership produce a favourable team dynamic and higher results?  
- Finding the leadership style that suits you  
- The fear factor: does this challenge and grow your career?  
- Creating realistic board targets within the talent pipeline (for example, diversity)  
- Alternatives to the board or partnership track

Marwa Elborai, partner, Shearman and Sterling  
Nico Sandler, VP resolution & recovery planning & FinTech, EMEA legal lead, Barclays  
Sharon Blackman, director & deputy general counsel, Citi  
Reni Adadevoh, VP legal & business affairs, Warner Music International

**Lunch and networking**  
12.05

**Breakout sessions**  
12.30  
Delegates will join the below three facilitated workshops. Each workshop lasts 30 mins. During the interactive group sessions the facilitator will put together a list of recommendations on how to improve your organisation’s talent management of women lawyers. The recommendations will be fed back at the end of the breakout session to the entire delegation. IFLR will collate the information and distribute to delegates after the event as a report.

Delegates will join facilitated workshops:  
- Agile working & mentoring: Melissa Butler, partner & Lila Pease, associate director, White & Case  
- Leadership: Hatice Ismail, partner & Eucharia Bragg, managing associate, Simmons & Simmons  
- Targets: Daniel Danso, global diversity manager, Linklaters

**Coffee break**  
13.30

**Workshop feedback – recommendations for change**  
14.30  
The facilitators of the breakout sessions will provide feedback to the audience

**The road to general counsel**  
15.00  
Making it to the top of the legal ladder varies for each person. For many it begins in private practice. Some stay in one organisation. Others move between industries or between in-house and private practice roles. Hear the personal stories of our panellists. How they met obstacles along the way, built invaluable relationships and ultimately how they succeeded.

Rachel Small, group company secretary & general counsel, LV  
Katy Walton Jones, general counsel & management committee, Source UK Services  
Bronagh Kennedy, group company secretary & general counsel, Severn Trent Water  
Sinead Murray, legal director of personal tax, benefits & credits & corporate service, HM Revenue & Customs  
Elizabeth Meager, EMEA editor, IFLR

**Close of seminar**  
16.25

**Sponsorship opportunities:** We will create a bespoke solution that will position your organisation as a thought leader and ensure you engage with your target audience. This will help you to meet and influence the people who are going to grow your business. Please contact Madeleine Smith on +44 207 779 8677 or Madeleine.Smith@euromoneyplc.com to discuss.
IFLR Women in Business Law Group

The group provides year round development opportunities. It was developed with the following aims:

• To share best practice
• To provide networking opportunities for women lawyers

Benefits of joining the group include:

• Delegate place at the IFLR Women in Business Law Forum, June 16 2016
• Invitation to the networking drinks, November 2016
• Access to quarterly live and online panel sessions with expert leaders (include CPD)
• Articles commissioned by IFLR, posted on an online platform, including:
  o Leadership series - bi-monthly interviews with senior women lawyers
  o Best practice series - bi-monthly articles around innovative talent management initiatives from our groups gold and silver members

Membership is free to in-house counsel. Sign up today to guarantee your attendance at the Women in Business Law Forum: Building the Talent Pipeline at www.iflr.com/WIBLGroup or email lauren.kerr@euromoney.com

Euromoney Legal Media Group
Europe Women in Business Law Awards
June 16 2016 | Jumeirah Carlton Tower, London

The sixth annual Euromoney Legal Media Group Europe Women in Business Law Awards will be held at Jumeirah Carlton Tower on June 16, 2016.

Using Euromoney Legal Media Group’s respected rigorous methodology, we will be rewarding firms’ progress in terms of gender diversity and talent management initiatives as well as individual female practitioners. We will also recognise the best in-house teams for women lawyers.

For more information or to book, please email Alissa Rozen at arozen@euromoney.com, or call +1-212-224-3673.

Testimonials from 2015’s forum:
“I really enjoyed and was surprised to see such practical topics (e.g. interacting with clients).”

“I really enjoyed being able to discuss with other women and obtain their views of topics which are relevant to my position. Breakout sessions were great. Fantastic insight into various career paths, hints and tips”