

A programme presented by the IBA Young Lawyers' Committee



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IBA Next Generation Legal Summit: Building your professional future in a changing world – a law firm management perspective

8 September 2025
Renaissance Hotel, São Paulo, Brazil

Working programme



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Summit Co-Chairs

Cesar Amendolara *Velloza Advogados, São Paulo; Young Lawyers Initiatives Officer, IBA Latin American Regional Forum*

Veronica Franco *Ferrere, Asuncion; Diversity and Inclusion Officer, IBA Young Lawyers' Committee*

David Gutierrez *BLP, San Jose; Latin American Regional Forum Liaison Officer, IBA Law Firm Management Committee*

Monday 8 September

0830 – 1030 **Registration**

Renaissance Hotel

address: Alameda Santos 2233, Cerqueira Cesar - foyer of America do Sul room (floor E2)

0900 – 0910 **Introduction and welcome remarks** - *America do Sul room (floor E2)*

Babatunde Ajibade SAN *SPA Ajibade & Co, Lagos; Chair, IBA Section on Public and Professional Interest*

Bruno Maggi *BM Advogados, São Paulo; Co-Chair, IBA Young Lawyers' Committee*

0910 – 1010 **Young talent in law firm management: breaking barriers or a distant dream?**

This session will begin with a brief introduction on how law firm management structures typically work — from equity partner governance and management committees to practice group leadership and operational roles. This context will set the stage to discuss whether young lawyers truly have a realistic path to leadership positions today, or if this remains a distant aspiration.

The discussion will address:

- the impact of traditional hierarchical structures on young lawyers' growth;
- strategies to retain and empower the next generation of partners;
- the role of mentorship and sponsorship in career advancement; and
- regional and cultural barriers to early leadership.

Session Co-Chairs

Veronica Franco *Ferrere, Asuncion; Diversity and Inclusion Officer, IBA Young Lawyers' Committee*

David Gutierrez *BLP, San Jose; Latin American Regional Forum Liaison Officer., IBA Law Firm Management Committee*

Speakers

Andres Aznarez *Posadas, Montevideo; Treasurer, IBA Young Lawyers' Committee*

Rodrigo Ferreira Figueiredo *Mattos Filho, São Paulo; Vice Chair, Talent and Leadership Subcommittee, IBA Law Firm Management Committee*

Paula Surerus *Veirano Advogados, São Paulo*

Jose Vivanco *Skadden Arps Slate Meagher & Flom, New York City, NY; North American Regional Forum Liaison Officer, IBA Young Lawyers' Committee*

1010 – 1025 **Coffee/tea break** - *foyer of America do Sul room (floor E2)*

1025 – 1125 **The path to law firm leadership: insights from Latin American managing partners - Q&A roundtable**

This session will take the form of an interactive roundtable, with each table hosted by a managing partner from a leading Latin American law firm. Participants will have the opportunity to engage directly with the managing partners, gaining personal insights into their journeys to leadership and the skills, challenges, and lessons learned along the way.

Topics to be discussed at each table include:

- navigating firm politics and partnership dynamics;
- building a personal brand and network within the region;
- leadership styles that resonate in Latin America;
- fostering diversity and inclusion at the top; and
- perspectives on preparing future firm leaders

Session Chair

Cesar Amendolara *Velloza Advogados, São Paulo; Young Lawyers Initiatives Officer, IBA Latin American Regional Forum*

Speakers

Fabiola Cavalcanti *Araujo e Policastro Advogados, São Paulo; Scholarship Officer, IBA Latin American Regional Forum*

Gabriela Claro *ASBZ, São Paulo*

Francisco Roggero *Zang Bergel & Viñes, Buenos Aires; Co-Chair, IBA Latin American Regional Forum*

Pedro Whitaker de Souza Dias *Mattos Filho, São Paulo*

MOBILE TELEPHONES

Delegates are requested to ensure that mobile telephones and any other portable devices are switched to silent in working sessions.

Monday continued

1125 – 1140 **Fearless growth: transform personal and professional anxieties into breakthrough opportunities**

This transformative session addresses the deep-seated fears that have an impact on both your personal fulfilment and business success. Whether you're wrestling with imposter syndrome, fear of failure or uncertainty about your next big move, discover how to harness these challenges as catalysts for holistic growth.

In this session, you will unlock:

- The psychology of turning fears into personal and professional strengths
- Mindset shifts that empower confident decision-making in all areas of life
- Practical frameworks to grow while staying true to your authentic self

Stop letting self-doubt and 'what-if' scenarios hold you back from reaching your full potential. This premium experience bridges the gap between who you are today and who you are meant to become. Join us to discover how personal evolution drives professional revolution.

Speaker

Itzik Amiel THE SWITCH™ | THE SWITCH HUB™, Amsterdam; Commissioner, IBA Future of Legal Services Commission

1140 – 1145 **Closing remarks**

Paul Marmor Sherrards Solicitors, London; Co-Chair, IBA Law Firm Management Committee

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