9th World Women Lawyers’ Conference: Women in leadership

11–13 September 2022
The Odd Fellow Palace, Copenhagen, Denmark

Working programme
Sunday 11 September

1700 – 1830 **Canal tour**

Enjoy an idyllic summertime canal tour of Copenhagen. All speakers, delegates and registered guests are welcome to attend. Meeting point is at Copenhagen Admiral Hotel at 1645 (address: Toldbodgade 24-28, 1253 Copenhagen)

1900 – 2200 **Informal dinner**

Enjoy a delicious dinner by the seaside with the exciting opportunity to meet people from all over the world. Networking is key in business and leadership and the ‘Women in Leadership’ conference is a unique opportunity for all participants to engage in building relations, sharing knowledge, and empowering each other. All speakers, delegates and registered guests are welcome to attend.

*Salt Restaurant at Copenhagen Admiral Hotel*

address: Toldbodgade 24-28, 1253 Copenhagen

**Welcome address**

Paul Mollerup  CEO, Association of Danish Law Firms, Copenhagen

Monday 12 September

Light breakfast, coffee/tea break and lunch will take place in the Lounge and Atrium Halls (1st Floor)

0800 – 1545 **Registration**

*The Odd Fellow Palace - The Concert Hall (1st Floor)*

address: Bredgade 28, 1260 Copenhagen

0800 – 0900 **Welcome light breakfast**

0900 – 0910 **Welcome remarks** - *The Concert Hall (1st Floor)*

Lise Lotte Hjerrild  Horten, Copenhagen; Chair, IBA Women Lawyers’ Committee

Hanim Hamzah  ZICO Law, Singapore; Co-Chair, IBA Law Firm Management Committee

**MOBILE TELEPHONES**

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

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**Conference Co-Chairs**

Lise Lotte Hjerrild  Horten, Copenhagen; Chair, IBA Women Lawyers’ Committee

Hanim Hamzah  ZICO Law, Singapore; Co-Chair, IBA Law Firm Management Committee

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**Organising Committee**

Claudia Barrero  Philippi Prieto Carrizosa Ferrera DU & Uria, Bogota; Diversity and Inclusion Officer, IBA Women Lawyers’ Committee

Ursula Ben-Hammoud  Rodrigo Elias & Medrano Abogados, Lima; Mentorship Officer, IBA Women Lawyers’ Committee

Tamar Krongrad  Yigal Arnon Tadmor Levy, Tel Aviv; Networking Officer, IBA Women Lawyers’ Committee

Mariana Norton dos Reis  Cuatrecasas, Lisbon; Membership Officer, IBA Women Lawyers’ Committee

Annalisa Reale  Chiomenti Studio Legale, Milan; Communications Officer, IBA Women Lawyers’ Committee
0910 – 0925 **Opening remarks** - The Concert Hall (1st Floor)
Almudena Arpon de Mendivil Gomez-Acebo & Pombo Abogados, Madrid; IBA Vice-President
Jörg Karsten Menzer Noerr, Romania; Chair, IBA Section on Public and Professional Interest

0925 – 0930 **Introduction of Keynote Speaker** - The Concert Hall (1st Floor)
Lise Lotte Hjerrild Horten, Copenhagen; Chair, IBA Women Lawyers’ Committee

0930 – 1000 **Keynote address** - The Concert Hall (1st Floor)
Helle Thorning-Schmidt First female Danish Prime Minister, member of the Facebook Oversight Board, the International Crisis Group and the Atlantic Council International Advisory Board & various corporate boards

1000 – 1115 **Women in leadership positions: leaders in the profession making an impact** - The Concert Hall (1st Floor)
This panel will explore how various firms and organisations achieve and continuously work on achieving more women in leadership positions. Panellists will discuss, in light of their experiences and personal histories in leadership positions, the best strategies to empower women in law firms and promote a more inclusive leadership.

**Session Co-Chairs**
Hanim Hamzah ZICO Law, Singapore; Co-Chair, IBA Law Firm Management Committee
Annalisa Reale Chiomenti Studio Legale, Milan; Communications Officer, IBA Women Lawyers’ Committee

**Speakers**
Deborah Enix-Ross Debevoise & Plimpton, New York City, NY
Shamilah Grimwood-Norley Bowmans, Cape Town
Maria-Pia Hope Vinge, Stockholm
Andreas Nielsen Bruun & Hjejle, Copenhagen
Dipen Sabharwel White & Case, London

1115 – 1145 **Coffee/tea break**

1145 – 1300 **Launch of IBA Women Lawyers’ Committee Mentoring Toolkit: what works, what doesn’t and why they are a must for breaking the glass ceiling** - The Concert Hall (1st Floor)
Numerous studies show that mentoring is a determining factor in developing a successful career path. Mentoring programs have also proven to directly impact the development of strategic and soft skills, ability to receive feedback, make decisions, and generally, the mentee’s self-esteem. Moreover, they also impact positively on mentors themselves. Join us to discuss from experience, what works, what doesn’t and tips to run a successful mentoring program at a law firm.

**Session Chair**
Ursula Ben-Hammoud Rodrigo Elias & Medrano Abogados, Lima; Mentorship Officer, IBA Women Lawyers’ Committee

**Speakers**
Anne Buhl Bjelke Bech-Bruun, Copenhagen; Co-Chair, IBA Insurance Committee
Yosbel Ibarra Greenberg Traurig, Miami, FL; North American Regional Forum Liaison Officer, Law Firm Management Committee
Helen Ouseley Freshfields Bruckhaus Deringer, London
Patricia Silberman Carey y Cia, Santiago

1300 – 1400 **Buffet lunch**
Breakout session 1 - The Concert Hall (1st Floor)

Inside a hostile takeover: how far can defensive strategies go?
The panel will cover topics related to the passivity rule vs fiduciary duties of the management of the target. The panel will go over certain differences between different jurisdictions where a passivity rule applies and defensive measures are restricted, compared to jurisdictions where defensive measures are not only allowed, but in some cases encouraged.

Session Co-Chairs
Claudia Barrero  Philippi Prietocarrizosa Ferrero DU & Uría, Bogota; Diversity and Inclusion Officer, IBA Women Lawyers’ Committee
Harry Coghill  Macfarlanes, London

Speakers
Celine Barroche  International GC, G4S, London
Karessa Cain  Wachtell Lipton Rosen & Katz, New York City, NY
Jose Maria Perez  Bredin Prat, Paris
Michael Wallin  MinterEllison, London

Breakout session 2 - The King’s Hall (1st Floor)

What’s new in arbitration and litigation? Insight into changed practices
The panel will discuss recent changes in the arbitration and litigation environment due to current events such as Covid-19, the war in Ukraine, and the impact of these changes on how we practice, what we practice and the mental health of lawyers. There has been substantial change in the use of technology in hearings, issues of disputes and the interest in our wellbeing. We will also discuss how these changes have influenced equal representation of women.

Session Co-Chairs
Ruth Byrne  King & Spalding, London
Samaneh Hosseini  Stikeman Elliott, Toronto; Publications Officer, IBA Litigation Committee

Speakers
Margaret Joan Ling  Allen & Gledhill, Singapore
Jennifer Kennedy Park  Cleary Gottlieb Steen & Hamilton, New York City, NY
Thomas Stouten  Houthoff, Rotterdam

1515 – 1545  Coffee/tea break

1545 – 1700  Interactive session: Roudtable discussions on various toppics - The Concert Hall (1st Floor)

Topic 1: Data protection and artificial intelligence
Moderators:
Clara Ann Gordon  Niederer Kraft Frey, Zürich; Co-Vice Chair, IBA Women’s Lawyers Committee
Marlene Winther Plas  DLA Piper, Copenhagen

Topic 2: Press freedom in difficult times
Moderators:
Nina Henningsen  Mazanti-Andersen, Copenhagen
Dominika Stepinska-Duch  Warner Bros Discovery, Warsaw; Co-Vice Chair, IBA Women Lawyers’ Committee

MOBILE TELEPHONES
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Conference luncheon sponsor  Conference refreshment break sponsor
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**Topic 3: Hot trends in private equity**
*Moderators:*
Tina Kang  *Plesner, Copenhagen*
Nadege Nguyen  *Gide Loyrette Nouel, Paris*

**Topic 4: Finance and projects**
*Moderators:*
Luise Christensen  *Accura, Copenhagen*
Shamilah Grimwood-Norley  *Bowmans, Cape Town*

**Topic 5: Roll-out partnerships and other investment trends in infrastructure**
*Moderators:*
Maria Holst Levin  *Kromann Reumert, Copenhagen*
Cornelia Topf  *Gleiss Lutz, Frankfurt; European Regional Forum Liaison Officer, IBA Women Lawyers’ Committee*

**Topic 6: The gender gap in sports: how to level the playing field**
*Moderators:*
Jennifer Bishop  *Aird Berlis, Toronto; Senior Vice Chair, IBA Women Lawyers’ Committee*
Pernille Nørkær  *Moalem Weitemeyer, Copenhagen*

**Topic 7: M&A in the health space: hot topics**
*Moderators:*
Teresa Paz-Ares  *Uria Menendez, Madrid; Website Officer, IBA Women Lawyers’ Committee*
Nina Ringen  *Lundgrens, Copenhagen*

**Topic 8: Are Rotary Clubs etc. only for men? How women lawyers can develop business relationships with new corporate clients**
*Moderator:*
Chantal Pernille Patel  *Gorissen Federspiel, Copenhagen*

**Topic 9: Fintech developments**
*Moderators:*
Tamar Krongrad  *Tadmor Levy & Co, Tel Aviv; Networking Officer, IBA Women Lawyers’ Committee*
Lars Lüneborg  *Horten, Copenhagen*

**Topic 10: Cloud services**
*Moderator:*
Birgitte Toxværd  *Horten, Copenhagen*

**Topic 11: Multilateral Development Banks & private sector**
*Moderator:*
Rosalia Roman-Urcuyo  *Banco de Desarollo de America Latina, Bogota*

1900 – 2230  **Conference reception and dinner**
Enjoy a special evening by the seaside with a panoramic view of the Kastellet, the Marble Church, the city's roofs and Langelinie Quay, where the Little Mermaid looks out over the sea.
*Langelinie Pavillonen*
*address: Langelinie 10, 2100 Copenhagen*

*Ticket price: € 150*
Tuesday 13 September

Light breakfast and coffee/tea break will take place in the Lounge and Atrium Halls (1st Floor)

0800 – 1100 **Registration**  
*The Odd Fellow Palace - The Concert Hall (1st Floor)*

0800 – 0900 **Welcome light breakfast**

0900 – 0930 **Keynote address** - *The Concert Hall (1st Floor)*  
Mia Wagner  
Co-founder of the Nordic Female Founders, Copenhagen

0930 – 1045 **ESG/sustainability in practice: will sustainable finance/investments do the job?** - *The Concert Hall (1st Floor)*  
The panel will cover how leading businesses have defined, prioritised, and financially embedded economic, social and governance (ESG) factors, and how they actually walk the talk. Furthermore, the panel will cover how private equity, infrastructure and pension funds are integrating ESG in their decision processes and active ownership approach, in addition to a discussion of the role of the banks and investors played in driving the sustainability agenda.

**Session Co-Chairs**  
Neftali Garro  
BLP, San Jose; Latin American Regional Forum Liaison Officer, IBA Women Lawyers’ Committee  
Lise Lotte Hjerrild  
Horten, Copenhagen; Chair, IBA Women Lawyers’ Committee

**Speakers**  
Pia Bastrup  
Chief Portfolio Strategist, PenSam Pension Fund, Copenhagen  
Thomas Hinrichsen  
GC, Copenhagen Infrastructure Partners, Copenhagen  
Sarah Hempel  
Axcel, Copenhagen  
Santosh Govindaraju  
Head Commercial & Positioning Sustainability, Novozymes, Bagsværd

1045 – 1100 **Coffee/tea break**

1100 – 1215 **Fireside chat: What is needed for female attorneys to get an equity partnership/seat at the leadership table?** - *The Concert Hall (1st Floor)*  
The Fireside Chat will be an interactive discussion between the speakers on the must-haves and main challenges for female attorneys to get into leadership positions and will provide an opportunity to discuss alternative ways to support them. We will share views and insights on how to build the right relationships, political skills and networks to succeed and on what organisations must do to retain women leaders.

**Session Co-Chairs**  
Mariana Norton dos Reis  
Cuatrecasas, Lisbon; Membership Officer, IBA Women Lawyers’ Committee  
David Patient  
Travers Smith, London; Member, Law Firm Management Committee Advisory Board

**Speakers**  
Torsten Hvidt  
Bain & Company, Copenhagen  
Justyna Krywicka  
McKinsey & Company, Amsterdam

1215 – 1245 **Keynote address - Should we use quotas on management level? Reflections from a Norwegian female business executive** - *The Concert Hall (1st Floor)*  
Anita Krohn Traaseth  
European Innovation Council Board Member, Oslo

1300 – 1430 **Traditional Danish Lunch**  
Aamanns Replik is known for its care with produce and preparation, using only seasonal ingredients and buying from sustainable suppliers. This special lunch will be accompanied by drinks and beer.  
Aamanns Replik, The Royal Playhouse  
address: Sankt Annæ Plads 36, 1250 Copenhagen

**Ticket price:** €90
The majority of law students are women, and many of the most talented lawyers now and in the future will be women. At Bruun & Hjejle, we work to strengthen the career prospects of female lawyers and help them reach their full potential.

We believe that a broad diversity provides the best results, and we strive to make Bruun & Hjejle an attractive place to work for all genders.
Hello future. We’re all ears.

We believe the best way to inspire change in the way our clients face the future is to keep exploring what will shape the business of tomorrow.

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Why choose us?
At Kromann Reumert, we set the standard. Together. We provide value-adding solutions and advisory services with dedication and focus.

We are driven by our four core values: quality, commercial understanding, spirited teamwork, and credibility. We are Denmark’s leading law firm with offices in Copenhagen, Aarhus and London.

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Legal advice that makes a difference

Even the strongest are stronger together. By knowing you and your business, we can give you insightful and prudent advice supporting your commercial goals. We are willing to go the distance with you, and our services are based on a close, personal cooperation.

Lundgrens was formed in 1996 and is a limited partnership company.
We are Moalem Weitemeyer

We are a Tier 1 Corporate M&A and leading Disputes & Investigations law firm in Denmark and the Nordics.

Our Firm has a reputation for providing exceptional legal advice and for being available to our clients at all times. We dedicate ourselves uncompromisingly to the assignment. We take pride in going the extra mile to achieve the client’s objectives.

We take an active part in our community, and we support organizations committed to creating a better, safer and more sustainable world.
By law, 
we mean business

Plesner’s approach is unconventional. Law is our field, but our business will always be to help our clients and find the solutions ideal for them. We are dedicated to being the market leader in Denmark. For us, law serves a higher purpose, always with our clients’ business goals and the best interests of society in mind.

We are dedicated to being the market leader in Denmark, and it is in our DNA to be a challenger of the status quo. It has brought us to where we are today.