

A conference presented by the IBA Women Lawyers' Committee, supported by the IBA Access to Justice and Legal Aid Committee, the IBA Arbitration Committee, the IBA Closely Held and Growing Business Enterprises Committee, the IBA Corporate and M&A Law Committee, the IBA International Commerce and Distribution Committee, the IBA Law Firm Management Committee, the IBA Asia Pacific Regional Forum, the IBA Latin American Regional Forum and the IBA North American Regional Forum



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9th World Women Lawyers' Conference: Women in leadership

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

Working programme

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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*

Organising Committee

Claudia Barrero *Philippi Prietocarrizosa Ferrero DU & Uría, 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*

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 at no additional cost.

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*

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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 Sabharwal *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, Santiago*

1300 – 1400 **Buffet lunch**

Conference canal cruise & informal dinner sponsors

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Conference reception and dinner sponsor



Gorrissen Federspiel

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 & Uria, 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

Birgitte Frølund *Horten, Copenhagen*

Margaret Joan Ling *Allen & Gledhill, Singapore*

Thomas Stouten *Houthoff, Rotterdam*

1515 – 1545 **Coffee/tea break**

1545 – 1700 **Interactive session: Roundtable discussions on various topics - The Concert Hall (1st Floor)**

Topic 1: Data protection and artificial intelligence

Moderators:

Clara Ann Gordon *Niederer Kraft Frey, Zürich; Co-Vice Chair, IBA Womens' 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

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

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 *Gorrissen 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:

Rosalía Roman-Urcuyo *Banco de Desarrollo de América Latina, Bogotá*

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

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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*

Anders Holbech *Director, Green and Sustainability Linked Loans, 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 – 1500 **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

MOBILE TELEPHONES

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

Focus on the next generation

Every day we focus on how to prepare for the future. Accura's student scheme is the most important platform for recruiting legal students as assistant attorneys after graduation. The primary goal is to ensure a steep learning curve, both professionally and personally, for each student in an encouraging environment. Individual programmes, tutor or mentor schemes and grants when studying abroad are some of the elements included in the student scheme.

The positive effect is that most of the students want to continue working at Accura after graduation:

100% in 2022 and 88% over the past three years.



ACCURA

About Accura

The company was formed in 1999 and consists of attorneys and commercial experts translating the law into specific value-adding solutions for Danish and international businesses. Accura's team consists of more than 400 dedicated employees.

accura.dk

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.

BRUUN & HJEJLE

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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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Lundgrens was formed in 1996 and is a limited partnership company.



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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.