



Business Interrupted: Law and Practice Beyond the Pandemic



Fiji Law Society and IBA Conference

Denarau, Fiji – 8 and 9 January 2021

Publisher

European Lawyers Foundation
Fluwelen Burgwal 58, 2511CJ The Hague (The Netherlands)
www.elf-fae.eu

Author

Jonathan Goldsmith

Layout

Féline van der Heyden
info@elf-fae.eu

Index

Introduction 4

Conference report..... 6

FRIDAY - 8 January, 2021 6

 Session 1: Business Interrupted: Issues arising from COVID-19 6

 Session 2: Beyond the Pandemic: Exploring New Areas of Practice..... 9

 Session 3: Walking the tightrope: Just because it’s legal does that make it right? 11

 Session 4: Insurance issues & challenges: Professional Indemnity, D&O, work from home and
 Business Interruption..... 12

SATURDAY - 9 January, 2021..... 13

 Session 5: Litigation Trends: Global developments in litigation and dispute resolution..... 13

 Session 6: It’s OK not to be OK: Lawyer Wellbeing - Strategies to manage stress in the Legal
 Profession and support your team’s mental health 15

 Session 7: Shaping our Future: Law firm management post pandemic 17

 Closing Session 8: Free Speech or Censorship: Lawyers & Social Media 19

Annex: the final conference programme 21

Introduction

The Bar Issues Commission (BIC) of the International Bar Association (IBA) awarded funding to the BIC international Trade in Legal Services Committee (BIC ITILS) for a conference on 8-9 January 2021 in Fiji, in cooperation with the Fiji Law Society.

The conference – entitled ‘Business Interrupted: Law and Practice Beyond the Pandemic’ - followed on the success of its predecessor, ‘Globalising your practice – opportunities and challenges’, which took place in Fiji on 6-7 September 2019 in a similarly joint way. The 2019 conference was itself a follow-on from a series of globalisation conferences held in Africa, Asia and South America over the past few years, run by BIC ITILS with the help of IBA funding.

This time, like last time in Fiji, the conference was incorporated into the annual convention of the Fiji Law Society. This ensured that it had a large audience of 250 lawyers – 210 in person, and 50 via Zoom. The conference had a hybrid nature, allowing attendance either in person or on-line. All the IBA speakers came from abroad, from countries across the world, and their slots were timed to suit their time zone best.

The IBA logo and presence were signalled continually and in a very prominent manner – for instance, with our logo in a prominent place on the programme, and an IBA banner at the front of the hall, and the Chair of the Bar Issues Commission gave an opening address.

The topics (at the choice of the Fiji Law Society) were somewhat different to our usual globalisation series, with only a partial overlap. As a result, there were some IBA speakers who had spoken on previous occasions, and some new ones. It is interesting to note that two of the session titles are taken directly from the IBA’s virtual annual conference, since participants from Fiji were impressed by those sessions (highlighted by an asterisk below). The IBA speakers’ presentations were adapted to local needs. The topics relevant to the IBA funding included:

- Business Interrupted: Issues arising from COVID-19
- Beyond the Pandemic: Exploring New Areas of Practice
- Walking the tightrope: Just because it’s legal does that make it right?*
- Litigation Trends: Global developments in litigation and dispute resolution*
- It’s OK not to be OK: Lawyer Wellbeing - Strategies to manage stress in the Legal Profession and support your team’s mental health

- Shaping our Future: Law firm management post pandemic
- Free Speech or Censorship: Lawyers & Social Media

The substantive content of the IBA parts of the conference contributions is summarised in the pages that follow.

The conference programme is attached as an annex.

The feedback from the Fiji organisers and the attendees was consistently positive. The President of the Fiji Law Society said: 'The Fiji Law Society has received very positive feedback from the delegates appreciating the standard and calibre of the speakers as well as the networking opportunities the conference provided'.

Conference report

Welcome – **Wylie Clarke**, President - Fiji Law Society

Introduction – **Mr Kimitoshi Yabuki**, Chair, Bar Issues Commission, International Bar Association

Introduction of Keynote Speaker – **Wati Seeto**, Vice President - Fiji Law Society

Keynote Address – **Hon Ayaz Sayed Khaiyum**, Attorney General and Minister for Economy, Civil Service and Communications

FRIDAY - 8 January, 2021

Session 1: Business Interrupted: Issues arising from COVID-19

Jonathan Goldsmith, Chair of IBA Bar Issues Commission International Trade in Legal Services Committee (BIC ITILS), Consultant, Belgium

Laurel Vaurasi, Managing Partner, Shekinah Law – *Managing smaller firms through a Crisis*

William Parkinson, Co-Founder, Chair Communications Fiji Ltd

Ben Bingham, Economist, former ADB Country Director for China – COVID: Economic Recovery Strategies

Chair: Wylie Clarke, President of Fiji Law Society

In this session, each of the speakers gave a presentation before there was a general discussion with the audience.

Jonathan Goldsmith began by listing some of the issues which had arisen out of the pandemic for lawyers and bars around the world, depending on the severity of lockdown in their country and the state of their legal system, for instance:

- lawyers as key workers
- backlogs in courts
- Covid-19 health protocols in law firm offices, courts, prisons
- financial support for law firms which furlough staff

- special advice to clients on evictions, dismissals, wills etc.

However, he would deal only with more universal issues, which are likely to affect lawyers wherever they are.

He started with IT developments. Many lawyers were working remotely, and there are issues arising, not only regarding cybersecurity and confidentiality (he touched on unattended machines, strong authentication, encryption, secure wifi and anti-virus applications), and focused more particularly on the use of video platforms with clients, courts and others. Lawyers usually knew little about the terms and conditions, or policies regarding sale and storage of data, of these platforms.

He next mentioned training issues. There was a serious impact on the new generation of lawyers still at law school, or those training as lawyers or new to the profession. He believed that there needed to be a collective effort to support these lawyers. There also needed to be urgent training for lawyers at all levels on the issues arising from remote working, as previously mentioned. Legaltech needed to be added as a subject to all levels of lawyer training.

Finally, he mentioned regulatory issues, which mostly affect bars. There was a range of issues on which bars had had to act, for instance in extending regulatory deadlines, giving advice on money laundering requirements, or making special arrangements for law students' exams.

He drew attention to the fact that other bars and organisations had produced resources, which may be helpful to Fiji Law Society and its members, such as the IBA, American Bar Association and Law Society of England and Wales.

Laurel Vaurasi spoke about the impact of the pandemic in Fiji. She traced the arc of measures taken by the government, and then listed the impact on the profession, as follows:

- fewer instructions, decrease in income, streams of work affected
- clients' ability to pay affected, with an increase in payment arrangements
- increase in IT expenses (new lap-tops, more data storage, remote access systems)
- reduction in profits by 30-50%, some staff lay-off, use of reserves or personal funds

Her conclusion regarding lawyers was that lawyers needed to diversify and not put all their eggs in one basket. They should keep an eye on the economy, and also keep a reserve fund, to be invested for the future. There should also be more law firm management programmes.

The courts were affected because judges, clients, witnesses and counsel had been trapped abroad. There were remote hearings, some strict (they took place in court rooms or embassies), and others less so (just a room with no disturbance and a camera to capture the entire room). There were also varying approaches towards documents which needed to be signed and witnessed, and varying approaches by clients and their wishes e.g. whether to be physically present or to hold the hearing remotely.

Her conclusion regarding the courts was that there needed to be practice directions, regulations and policies for the future, and more technology in the courts with reliable internet connections.

William Parkinson shook up the audience with a lively presentation, focused on how to face change. His thesis was that leadership needed to change. Everyone should lead, no-one has all the answers and everyone should feel that they have a voice.

Ben Bingham gave an economic overview of the consequences of the pandemic for the future.

There was a question and answer session, which mostly consisted of lawyer members of the audience giving their own views on the impact of the pandemic on the profession.

Session 2: Beyond the Pandemic: Exploring New Areas of Practice

Alison Hook, Immediate Past Chair of IBA BIC ITILS, Hook Tangaza, UK

Nick Barnes, Partner, Munro Leys

Naleen Nageshwar, Principal Data4Digital Consulting Services “How AI and Data Analysis is Disrupting the Legal Industry”

Chair: Seruwaia Nayacalevu

This session was organised as a series of presentations followed by a question and answer session.

Alison Hook spoke on the topic of the growing need for international legal services. She set out how significant the economic impact of the pandemic was likely to be on the Fiji economy and explained that future growth would mostly have to come from external sources – internationally funded projects and private investment. She described how those driving this type of external funding are increasingly having to demonstrate how they contribute to the fulfilment of the UN Sustainable Development Goals (SDGs). This creates a new opportunity for Fiji lawyers to fulfil the local elements of such projects. But also requires active efforts to develop credibility in the specialist areas that are required (like climate change and law of the sea), as well being open to new, more flexible ways of practising and looking for opportunities to raise profile.

Nick Barnes endorsed these messages and then spoke in more detail about the challenges in legal practice in Fiji which were driving the need to adopt new ways of working (rather than develop new specialisations). He emphasised in his intervention as well as in responses to audience comments, that being open to international lawyers and the region in particular, was going to be of growing importance to Fiji lawyers.

Naleen Nageshwar spoke about “How AI and Data Analysis Is Disrupting the Legal Industry” He discussed:

- why Artificial Intelligence (AI) and data analytics matters to law firms, and how it is revolutionising (or potentially revolutionising) the legal industry
- why law firms resist the use of data analytics (culture and education) but why it is important to meet both corporate client need (so firms are basing their recommendations on data facts, rather than relying only on experience and instinct) and in order for law firms to better understand their own performance

- Natural Language Processing (NLP) and how it can dramatically improve legal search results

The Q&A session did not generate so many questions but rather a series of interventions from more senior lawyers from the floor with their own take on the impact of the pandemic on practice – there was little active engagement on trade but a lot of interest on digital transformation.

One common theme in these interventions was a complaint that it was difficult for lawyers and law firms to respond to the challenges of a digital age when Fiji legislative frameworks were so outdated. The Fiji Law Society undertook to do its part in making the case, e.g. to government for online witnessing of wills etc, but all acknowledged that making Fiji fit for a digital legal future would require action from government and the judiciary.

Alison Hook offered the help of the IBA in providing international benchmarking and examples from elsewhere if this would help to make the case.

Session 3: Walking the tightrope: Just because it's legal does that make it right?

Ellyn Rosen, Chair of Bar Issues Commission Regulation Committee, American Bar Association, USA

Judge Michael Scott, Law Lord, Privy Council, Kingdom of Tonga

Judge David Lambourne, High Court Kiribati

Moderator: Laurel Vaurasi

Laurel Vaurasi introduced the panel and the discussion began with a presentation by **Ellyn Rosen**. She focused on the tensions between lawyers being asked to take lawful and legally ethical actions on behalf of a client in situations where public policy and sentiment weigh against what the client stands for or is seeking from the lawyer.

For example, in the area of climate change, should lawyers and law firms continue to represent those clients whose businesses pollute the environment? Two other areas where lawyers walk the tightrope that were addressed were non-disclosure agreements in sexual harassment cases, and wealth preservation/tax avoidance.

Justices Michael Scott's and **David Lambourne's** presentations were more Fiji and locally focused, extending into questions regarding the process by which laws are enacted, distinctions between what may be legally ethical versus "moral" and the impact of some of those laws.

Laurel Vaurasi engaged the audience for their views, including about lawyers representing those who drill on the sea floor – an issue of local concern - and other subjects.

Session 4: Insurance issues & challenges: Professional Indemnity, D&O, work from home and Business Interruption

Andrew See, Barrister at Law, Kilkenny Chambers, Brisbane Australia *"Working from home - defining the workplace and controlling for risk"*

Wayne Wong, Branch Manager, Marsh Pte Ltd

Gavin O'Driscoll, Principal, O'Driscoll & Co

Chair: Emily King

There were no IBA speakers in this session, and so there is no report on the session. Wayne Wong explained the way that professional indemnity and directors and officers insurance works, and the cover provided by each. He also gave detailed figures on the state of the market at present in the south Pacific, and spoke about 'Business Interruption' insurance.

SATURDAY - 9 January, 2021

Session 5: Litigation Trends: Global developments in litigation and dispute resolution

Tracey Stretton, Ankura, UK, *“Commercial litigation and the use of technology in legal practice and business”*

Noriswadi Ismail

Andrew Hildreth

Andrew See, Barrister at Law, Kilkenny Chambers, Brisbane Australia: *“Dispute Resolution in a changing world: Efficiencies and Shortfalls in litigation”*

Chair: Arthi Swami

Tracey Stretton focused on the impact of technology on litigation in the future. She said that litigators are having to change the way they work, as most of the evidence in cases is now electronic. They have to tap increasingly into rich data sources to resolve disputes. To do that successfully, new technologies are needed to harvest the data and to analyse the evidence, including data analytics and artificial intelligence. Additionally, data breach litigation is becoming more prevalent.

She predicted the following:

- virtual hearings and trials are here to stay
- artificial intelligence and data analytics will play an increasing role in dispute resolution (typically, lawyers will read a very small percentage of the document population online and a software algorithm will be deployed to learn from the lawyers, and then review and categorise the rest of the document population automatically)
- technology to predict the outcomes of cases is available and being used (systems like Solomonic are capable of applying facts to case law and predicting case outcomes, and are being tested by some law firms)

- AI could also conceivably be used by the judiciary to assess facts and provide judgement on high volume, low value cases such as supplier disputes
- the data universe is expanding (a claimant's lawyer today may be looking for a smoking gun in the cloud instead of in three or four small filing cabinets)
- legal professionals need to keep pace with new data sources and know the right questions to ask when looking for information as part of the disclosure process in litigation (for example, are clients capturing recordings of virtual team meetings and how are they storing that data? And there may also be evidence in a card swiping entry system at a workplace or drone footage, social media posts, photographs, or instant messaging)

Noriswadi Ismail said that cybersecurity, data privacy and data governance would remain a top priority for the Board, C-suite and Executive Committee. Law firms are not an exception. At the global level, there is a continued convergence of cybersecurity, data privacy and data governance, and Fiji would catch up once the current draft of the Cybercrime Bill 2020 would be passed.

In the context of virtual litigation and alternative dispute resolution, global organisations, law firms and professional service firms have to work hand in hand to minimise potential data & technology risks. From the perspective of AI and legal technology, it is indispensable to consider privacy by design & security by design whilst rolling out technology or innovative platforms.

From the perspective of class actions, it is equally vital to consider the data privacy rights of parties affected and how such actions would need to observe multijurisdictional data privacy and sector specific regulatory requirements.

Session 6: It's OK not to be OK: Lawyer Wellbeing - Strategies to manage stress in the Legal Profession and support your team's mental health

Desi Vlahos, Lecturer College of Law & Mental Health First Aid Instructor, Australia

Selina Kuruleca Principal, Kuruleca Consultants

Chair: Ravneet Charan

This session comprised two presentations addressing lawyer wellness, mental illness and the promotion of mentally healthy workplaces.

Desi Vlahos shone the spotlight on the inherent challenges and proclivities many lawyers in practice share in maintaining their mental health. She canvassed what constitutes mental health with an explanation in regard to stress and resilience. A dialogue ensued whereby risk and protective factors for mental illness were explored in a workplace context, the recommendation being that focusing on any one factor in isolation may be ineffective given the complexity of mental health issues. The strategies and interventions suggested addressed the primary, secondary and tertiary levels of organisation, with effective leadership being key in ensuring wellness permeates each level.

Selina Kuruleca provided context in relation to the impact of COVID-19 on Fiji. The effect of such impacts upon mental health led to a strong message to look deeper when asking a colleague whether they "are okay?". Useful coping strategies were provided as a means of building resilience and maintaining good mental health.

Questions from the audience were then welcomed with a very enthusiastic audience.

An audience member posed a query in relation to what best strategy would assist in dealing with a "stirrer or drama queen" in the workplace. **Desi Vlahos** responded by clarifying whether such behaviour could indicate potential bullying and harassment in the workplace and that such behaviours should be identified and addressed early, given the risk factor to mental health, and also since they are key drivers from the profession in Australia. **Selina Kuruleca** pointed out that looking carefully at the relationships of the parties is very important in the maintenance of conflict. Ultimately it would be up to the workplace to manage behaviours of employees through their internal channels.

A further question and commentary was provided in relation to the language used around mental health and mental illness as a means of reducing stigma. It was agreed by **Selina Kuruleca** that using more "wellness" terminology would better assist in this regard.

Desi Vlahos responded to several additional queries regarding what interventions or processes exist in Australia to safeguard employees with a mental illness, such as depression from additional pressure which might place them at risk. Workplace health and safety legislation in Australia provides that employers must ensure the psychological safety of employees. In addition, the Disability Discrimination Act 1992 (Cth) provides that if an employee elects to disclose that they have a mental illness, the employer is required to make "reasonable adjustments" to assist them in their recovery journey. This will only be available to an employee however if they choose to disclose.

Two final questions were posed in relation to whether Australia has any forum for junior and senior lawyers to meet to discuss wellness. **Desi Vlahos** spoke about mentoring programmes available through the various law societies around Australia, using the Law Institute of Victoria as an example. Many firms in Australia have instituted "buddy" programmes, providing lawyers the early opportunity to engage in frequent dialogue about working challenges, and to seek advice and benefit from a more senior lawyer in practice. There was also benefit proposed in relation to "reverse mentoring" where there has been an encouragement of junior lawyers mentoring more senior ones, particularly with respect to new tech processes.

A final question came from the audience expressing difficulty for many lawyers in managing workload and associated stress when deadlines and turn-around times are unrealistic. **Desi Vlahos** agreed and provided an example in Australia of a recent Fair Work Commission ruling requiring that firms now must now conduct annual pay reconciliations and advise lawyers of maximum hours they can work under salary before they are entitled to overtime or penalty rates. This decision came about as a result of the Hayne Royal Commission in 2018, which saw many junior lawyers, graduates and paralegals working excessive hours due to unrealistic turn-around times. It is the responsibility of the employer to ensure the wellbeing of employees including young lawyers, especially in times of pressure and to make sure they are adequately remunerated and have the appropriate time off to compensate for additional hours.

Session 7: Shaping our Future: Law firm management post pandemic

Kimitoshi Yabuki, Chair of IBA Bar Issues Commission, Japan

“Working with international law firms and international business clients - top tips for business development post COVID”

Stephen Revell, Freshfields Bruckhaus Deringer, Singapore, *“Risk, insurance and digital tools”*

William Parkinson, Co-Founder, Chair Communications Fiji Ltd, *“Management and leadership post COVID in the wider business sector”*

Chair: Ravi Singh

Kimitoshi Yabuki spoke about the need to internationalise small or mid-sized law firms. He said his top tips were to gain some area of specialisation and to undertake international networking. There were various steps towards this, such as covering both local and international law, having international corporations as a client, being able to communicate in English and other international languages, and having lawyers in the firm who have qualifications and experience from another jurisdiction.

Regarding specialisation, it was better to carve out a niche, which makes it easier to become one of the top 10 lawyers in a jurisdiction and be included among lists of international speakers. There were various routes to specialisation, including study or research, training, or the area being close to the one currently practised.

Regarding networking, it is important to get to know other international specialists in the field through specialist conferences or attendance at events by organisations like the IBA. This would help with referrals. Networking also improves through collaboration with other law firms, which includes: the ability for foreign lawyers to practise in a jurisdiction, and participation in international law firm networks.

Stephen Revell spoke about ten items that law firms need to think about:

- 1) Talent recruitment/retention
- 2) Physical offices (work from home/work in the office) – it is the second biggest cost, and collaboration spaces are important

- 3) Partner remuneration/incentives
- 4) Collaboration – it is not just cross-selling, and it yields benefits greater than imagined
- 5) Technology – he mentioned automated document review in due diligence, AI assisted searches, client facing and in house apps
- 6) Client relationships – he advised to be proactive, and have regular reviews and feedback
- 7) Business development – it covers both existing and future clients; young lawyers need to have business development as part of their career milestones (being technically good is not enough)
- 8) Compliance/Know your client/Risk management
- 9) Know how – nurture a sharing mentality, have good training and quality standards
- 10) Law firm relationships – this is important for securing work

He spoke about how his own law firm worked, and what it sought in local counsel: responsiveness, for instance, and proper attitudes to caution and confidentiality. He worried that international firms like his did not appreciate enough local issues, among other things.

International clients expect their lawyers to understand their business and not just their problem. They want highly tailored advice, and solutions (not just answers).

After the speeches, questions came from the floor with respect to contracts with lawyers by law firms and recruitment of lawyers.

Closing Session 8: Free Speech or Censorship: Lawyers & Social Media

Steven Richman, Bar Issues Commission officer, Clark Hill, USA

Ashwin Raj, Human Rights Commissioner

Ann Dunn, Online Safety Commissioner

Richard Naidu, Partner, Munro Leys

Commentator: Imrana Jalal, Chair - Inspection Panel, World Bank

Moderator: Shaista Shameem

This session focused on four essential questions:

- 1) how far can a lawyer as an individual take his or her right to free speech on social media without attracting professional liability or legal sanction?
- 2) does the Fijian Constitution go too far in prohibiting hate speech (section 17 (4)) thereby undermining the fundamental right to freedom of speech and opinion and should it be reviewed?
- 3) is the internet a public forum where, like in any other forum, a citizen should be able to criticise his or her government?
- 4) did the Conference participants feel they can exercise their right to free speech and to express their opinion freely on this issue today?

Panelists discussed and identified particular ethical considerations regarding lawyers in response to Question 1, particularly those relating to client confidentiality and permissible advertising. Other law was identified, such as defamation. In short, lawyers do not completely lose their rights of free speech just because they are lawyers, but they need to adhere to regulatory restrictions. Social media does not change the rules in that regard.

The Fijian Constitution provides for freedom of expression, but contains a limitation to the extent it prohibits:

(a) propaganda for war;

(b) incitement to violence or insurrection against this Constitution; or

(c) advocacy of hatred that—

- (i) is based on any prohibited ground of discrimination listed or prescribed under section 26; and
- (ii) constitutes incitement to cause harm.

In discussing Question 2, the Siracusa Principles were brought up. These principles, published by the UN Economic and Social Council, prescribe that limitations on rights are to be interpreted strictly and in favour of the rights at issue. There was mention of the recent case in the United States where the ABA model rule that prohibits lawyer from conduct that is harassing or discriminatory was voided by one federal court in its jurisdiction as contrary to free speech.

Regarding the other questions, there was discussion on the evolving jurisprudence on freedom of expression in the context of the advocacy of hatred. Certainly the audience felt free to comment; the Fijian Attorney General was in the room and people spoke freely.

Annex: the final conference programme



FIJI LAW SOCIETY | INTERNATIONAL BAR ASSOCIATION ANNUAL CONVENTION

“BUSINESS INTERRUPTED: LAW & PRACTICE BEYOND THE PANDEMIC

FRIDAY – 8 January, 2021

7.00 am Registration

8.45 am *All seated*

9.00 am **Welcome** – Wylie Clarke, President - Fiji Law Society

Introduction – Mr Kimitoshi Yabuki, Chair, Bar Issues Commission, International Bar Association

Introduction of Keynote Speaker – Wati Seeto, Vice President - Fiji Law Society

Keynote Address – Hon Ayaz Sayed Khaiyum, Attorney General and Minister for Economy, Civil Service and Communications

Session 1: **Business Interrupted: Issues arising from COVID-19**

Speakers: **Jonathan Goldsmith**, Chair of IBA Bar Issues Commission International Trade in Legal Services Committee (BIC ITILS), Consultant, Belgium

Laurel Vaurasi, Managing Partner, Shekinah Law – *Managing smaller firms through a Crisis*

William Parkinson, Co-Founder, Chair Communications Fiji Ltd

Ben Bingham, Economist, former ADB Country Director for China – COVID: Economic Recovery Strategies

Chair: **Wylie Clarke**

- 12.00 am **Session 2: Beyond the Pandemic: Exploring New Areas of Practice**
- Speaker: **Alison Hook**, Immediate Past Chair of IBA BIC ITILS, Hook Tangaza, UK
 Nick Barnes, Partner, Munro Leys
 Naleen Nageshwar, Principal Data4Digital Consulting Services “How AI and Data Analysis is Disrupting the Legal Industry”
- Chair: **Seruwaia Nayacalevu**
- 1.15 pm *Lunch*
- 2.00 pm **Session 3: Walking the tightrope: Just because it’s legal does that make it right?**
- Panel: **Ellyn Rosen**, Chair of Bar Issues Commission Regulation Committee, American Bar Association, USA
 Judge Michael Scott, Law Lord, Privy Council, Kingdom of Tonga
 Judge David Lambourne, High Court Kiribati
- Moderator: **Laurel Vaurasi**
- 3.30 pm **Session 4: Insurance issues & challenges: Professional Indemnity, D&O, work from home and Business Interruption**
- Speakers: **Andrew See**, Barrister at Law, Kilkenny Chambers, Brisbane Australia
 “Working from home - defining the workplace and controlling for risk”
 Wayne Wong, Branch Manager, Marsh Pte Ltd
 Gavin O’Driscoll, Principal, O’Driscoll & Co
- Chair: **Emily King**
- 5.00 pm *DRINKS & BBQ BY THE SEA*

Saturday – 9 January, 2021

- 9.00 am Session 5: **Litigation Trends: Global developments in litigation and dispute resolution**
- Speakers: **Tracey Stretton**, Ankura, UK, *“Commercial litigation and the use of technology in legal practice and business”*
- Noriswadi Ismail**
- Andrew Hildreth**
- Andrew See**, Barrister at Law, Kilkenny Chambers, Brisbane Australia: *“Dispute Resolution in a changing world: Efficiencies and Shortfalls in litigation”*
- Chair: **Arthi Swami**
-
- 10.30 am *Morning Tea*
-
- 11.00 am Session 6: **It’s OK not to be OK: Lawyer Wellbeing - Strategies to manage stress in the Legal Profession and support your team’s mental health**
- Speakers: **Desi Vlahos**, Lecturer College of Law & Mental Health First Aid Instructor, Australia
- Selina Kuruleca** Principal, Kuruleca Consultants
- Chair: Ravneet Charan**
-
- 12.00 pm Session 7: **Shaping our Future: Law firm management post pandemic**
- Speakers: **Kimitoshi Yabuki**, Chair of IBA Bar Issues Commission, Japan
- “Working with international law firms and international business clients - top tips for business development post COVID”*
- Stephen Revell**, Freshfields Bruckhaus Deringer, Singapore, *“Risk, insurance and digital tools”*
- William Parkinson**, Co-Founder, Chair Communications Fiji Ltd, *“Management and leadership post COVID in the wider business sector”*
- Chair: **Ravi Singh**

1.00pm

Closing Session 8: **Free Speech or Censorship: Lawyers & Social Media**

Table Talk: **Steven Richman**, Bar Issues Commission officer, Clark Hill, USA

Ashwin Raj, Human Rights Commissioner

Ann Dunn, Online Safety Commissioner

Richard Naidu, Partner, Munro Leys

Commentator: **Imrana Jalal**, Chair - Inspection Panel, World Bank

Moderator: **Shaista Shameem**

2.30 pm

Late Lunch