

IFSEA 2024 Conference Programme

Monday 24 June 2024

18.00-20.30	<p>Welcome Evening Drinks Reception <i>Courtyard</i> Kindly sponsored by Innangard</p>
	 <p>Boomer to Zoomer: Connecting Generations in the Workplace</p> <p>Join us over drinks for this enlightening discussion with two award-winning authors. Discover your generation's traits, how to connect with generations XYZ (and beyond) and learn how business leaders can successfully integrate 5 generations in the modern workplace.</p>
	<p>Esther Stanhope, The Impact Guru, Speaker, Author & Personal Impact Expert, UK Alisa Grafton, Networking and Generational Expert, UK</p>

Tuesday 25 June 2024

08.00-08.30	<p>Registration and Breakfast <i>Courtyard</i> Breakfast kindly sponsored by Sherin & Lodgen</p>
08.30-09.15	<p>Opening Plenary Session <i>Great Hall</i></p>
	<p>Managing Executive Health In Times Of Trauma:</p> <p>Business leaders and high-profile personalities are often pushed to the edge by the strain of dealing with business and political crises, combined with the public outcry and social media outrage that can often follow. Some often find themselves in a dark place and see no way out. What are the best strategies to protect executives in distress and how do we ensure that those on the front line of business crises are properly supported to avoid cataclysmic consequences?</p> <p>Lori Deem, Hughes Socol Piers Resnick & Dym, Ltd., USA (Chicago) Dr Philip Hopley, Cognacity, UK Joydeep Hor, People + Culture Strategies, Australia (Chair) Howard Hymanson, Harbottle and Lewis, UK</p>
09.15-09.30	<p>IFSEA Chair and Innangard, Conference Sponsor, Welcome</p>

09.30 -10.30	Plenary Session <i>Great Hall</i>	
	Strategies For Investigating And Defending Allegations Of Executive Wrongdoing: At the heart of any investigation is the desire to understand the truth and the need to avoid bias, evidence tampering or otherwise hampering of an investigation, as well as completing an investigation efficiently. These objectives often need to work in parallel with legal, regulatory and criminal matters and, for the executive and organisation alike, to be sensitive to considerable reputational issues at play. Our distinguished panel, variously experienced in high profile US, UK, and French employment, regulatory and criminal investigations, will provide valuable strategies for investigating and strategies for defending allegations of executive wrongdoing.	
	Emma Bartlett , CM Murray LLP, UK (Chair) Lawrence Gresser , Cohen & Gresser, USA (New York) Camille A. Olson , Seyfarth Shaw LLP, USA (Chicago) Ellen Peart , BCL Solicitors, UK Mohinderpal Sethi KC , Littleton, UK Mathilde Houet Weil , Weil & Associés, France	
10.30-11.15	Breakout Session 1 <i>Great Hall</i>	Breakout Session 2 <i>Livery Room</i>
	Women, Compensation And Negotiation: Studies have revealed that women negotiate more successfully than men when representing others in employment and severance negotiations but not for themselves. The reason is often attributed to the gendered expectation of communal behaviour. Is it that women don't ask for what they deserve? — (as was the theory two decades ago) or is it that women are punished when they do ask—or ask aggressively? And, even if they do negotiate hard, are they still denied gender pay equity for other reasons as the current wage gap data suggests? This panel will address this complex topic and its effect on compensation.	Not Your Client's Mouthpiece: The ethical conflicts for advisers between passionately representing their client's interests and maintaining professional objectivity, personal integrity and obligations to the Court, particularly when your client is a strong-minded business leader or powerful organisation, with their own forceful agenda. How do lawyers maintain their independence and objectivity, and avoid becoming collateral damage?
	Wendi Lazar , C-Suite Strategies, LLC, USA (New York) (Chair) Nicola Rabson , Linklaters, UK Wendy Walton , Executive & Leadership Coach, UK	Joanna Chatterton , Fox Williams, UK Atul Gupta , Trilegal, India (Chair) Carl-Fredrik Hedenström , CFH Law, Sweden Megan Lopp Mathias , Hinshaw & Culbertson, USA Niya Phiri , Clyde & Co LLP, UK

11.15-11.45	Coffee Break <i>Court Room</i>	
11.45-12.15	Breakout Session 3 <i>Great Hall</i>	Breakout Session 4 <i>Livery Room</i>
	Restrictive Covenant Update: <i>Everything you need to know about the latest key developments in 30 minutes!</i> Restrictive covenants are a common tool for employers to protect their confidential information, trade secrets, and customer relationships. However, the legal landscape of restrictive covenants is constantly evolving. How do different countries approach the enforcement of restrictive covenants? What are the emerging issues and best practices for drafting and implementing them in the global economy? How do restrictive covenants affect executives in various industries? In this panel, you will hear from experts in the UK, Spain, and the US, who will share their insights and experiences on the regulation and development of restrictive covenants in the UK, US, Spain and the EU.	Controlling Employee Communications: The risks of employees in financial services using unauthorized communication apps at work, are huge, including recent record SEC fines. What are the key risks, penalties and potential solutions for executives and businesses to harmonize modern communication practices with regulatory record-keeping requirements?
	Jane Amphlett , Howard Kennedy LLP, UK Amit Bindra , The Prinz Law Firm, USA (Chicago) Omar Molina Garcia , Augusta Abogados, Spain Mark Risk , Mark Risk PC, USA (New York) (Chair)	Simon McMenemy , Ogletree, UK (Chair) Natalie A. Napierala , Carlton Fields, USA (New York) Sebastian Sayer , Fox Williams, UK
	<i>5 minute room transition</i>	
12.20-13.05	Breakout Session 5 <i>Great Hall</i>	Breakout Session 6 <i>Livery Room</i>
	Sexual Harassment, Bullying And The Regulators – What Are The Regulators Doing And Is The Law Starting To Catch Up? Exploring the proposed new FCA rules on non-financial conduct and the impact of the recent SRA and other regulators' interventionist approaches to attempt to eradicate sexual harassment and bullying. What new and proposed	Handling A Financial Crisis: Directors' Duties in The Face Of A Business In Trouble And Potential Insolvency & How To Find The Road To Recovery When times get tough, senior executives and founders face significant risks, often across multiple jurisdictions and disciplines. This panel delves into these key risks and strategies for mitigation or avoidance, while also examining the long-term implications.

	legislation might also bring meaningful change?	Discover how to navigate through and ultimately move on from involvement with a troubled business.
	Claire Cross , Corker Binning, UK Sarah Chilton , CM Murray LLP (Chair) James Hockin , Withers, UK Andrew Pavlovic , CM Murray LLP, UK Henry Perlowski , Arnall Golden Gregory, USA (Atlanta)	Vernon Dennis , Howard Kennedy LLP, UK Andrew Katzen , Hickman & Rose, UK Dr Johannes Traut , Seitz, Germany Denise K. Drake , Polsinelli, USA (Kansas City) Corinne Staves , CM Murray LLP, UK (Chair)
13.05-14.00	Lunch Break <i>Court Room/Courtyard</i> Lunch kindly sponsored by Withersworldwide	
13.30-14.00	Lunch & Learn Discussion <i>Great Hall</i>	
	The Impact of Artificial Intelligence on the C-Suite and Senior Executives: <p>This fireside chat will delve into the broad implications of Artificial Intelligence (AI) in the workplace, focusing particularly on how it reshapes the roles and responsibilities of senior executives and the C-Suite.</p> <p>From the dual perspectives of technology companies and law firms, we will explore topics including, the impact of AI on workplaces, culture, executive and C-suite duties and roles, and the key strategic challenges companies need to address.</p>	
	Ruma Bose , Clearco, USA (New York) Dorothy Chou , DeepMind, UK Matt Meyer , Mishcon De Reya, UK Doug Mandell , Withers, USA (California) (Chair)	
14.00-14.30	Afternoon Plenary Session <i>Great Hall</i>	
		
	Reputation Management For Executives And Founders: Themes and lessons from high-profile PR and crisis management issues of the last year.	
	Simon Lewis , Lewis Advisors LLP, UK David Yelland , Kitchen Table Partners, UK (co-hosts of BBC Radio 4's brilliant PR & Crisis Communications Podcast "When It Hits The Fan") Jenny Afia , Schillings International LLP, UK (Chair)	

	<i>5 min room transition</i>	
	Breakout Session 7 <i>Great Hall</i>	Breakout Session 8 <i>Livery Room</i>
14.35-15.20	<p>Polarized But Protected:</p> <p>How do you create an inclusive workplace where polarized but protected employee views on global politics and war, gender identity and gender critical theory, and religion and sexuality can safely co-exist?</p>	<p>What is the future of working from anywhere?</p> <p>The tax, immigration, compliance and HR issues, as well as team connectivity and the developing trends for working remotely.</p>
	<p>Kelly M. Dermody, Lieff Cabraser Heimann & Bernstein, LLP, USA (San Francisco) (Chair)</p> <p>Lucy Lewis, Lewis Silkin, UK</p> <p>Aileen McColgan KC, 11KBW, UK</p> <p>André Royer, Borden Ladner Gervais, Canada (Montreal)</p>	<p>Sophie Barrett-Brown, Laura Devine Immigration, UK</p> <p>Katja Halonen, AURORALAW Attorneys Ltd, Finland</p> <p>Christoph Rechsteiner, MME Legal, Switzerland</p> <p>Helen Ruelle, Ogier, (Jersey, Channel Islands)</p> <p>David Yewdall, BDO, UK (Chair)</p>
	<i>5 minute room transition</i>	
	Breakout Session 9 <i>Great Hall</i>	Breakout Session 10 <i>Livery Room</i>
15.25-15.55	<p>Whistleblowing Update: Everything you need to know about the latest key developments in 30 minutes!</p> <p>What works best for whistleblowing, the carrot or the stick? Traditionally Europe prioritised the anti-retaliatory model, whilst the US operates very generous incentive systems by an increasing number of regulators. Are financial rewards to whistleblowers the best way forward? And what new developments are looming in the horizon following the EU whistleblowing directive? In the UK, following various scandals and the government's review of the legal framework, where are we now, and what improvements are needed?</p>	<p>The FTC Ban on Non-Competes: Questions for the Morning After? A Fireside Discussion between US and UK advisers</p> <p>The FTC has banned non-competition clauses in most US employment contracts, affecting millions of workers. The ban aims to boost labour mobility, innovation, and competition, but it raises new questions and challenges for employers and employees. To whom does the ban apply? How will it impact current and future contracts, severance deals, and lawsuits? How will the rule relate to existing state laws and court rulings on non-competes? How will employers now seek to protect their confidential information? How will it affect employers and executives in the UK and elsewhere in the world with US operations and US employment and equity arrangements?</p>
	<p>Grahame Anderson, Littleton, UK</p> <p>Inge Arts, Van Hall, Netherlands</p> <p>Amy F. Shulman, Outten & Golden, USA (New York)</p> <p>Sybille Raphael, Protect, UK (Chair)</p>	<p>Amit Bindra, The Prinz Law Firm, USA (Chicago)</p> <p>Jonathan Cohen KC, Littleton, UK</p> <p>Denise K. Drake, Polsinelli, USA (Kansas City)</p> <p>Mark Risk, Mark Risk PC, USA (New York) (Chair)</p>

	<i>5 minute room transition</i>	
	Breakout Session 11 <i>Great Hall</i>	Breakout Session 12 <i>Livery Room</i>
16.00-16.45	<p>He Said; She Said – Who Should You Believe?</p> <p>How do you decide who to believe in a sexual misconduct investigation when it's one person's word against the other? An exploration of the key legal and evidential issues in making factual findings in the face of tricky allegations of sexual and other serious wrongdoing.</p> <p>Peter Csemiczky, Hickman & Rose, UK Emily Kaufer, Human Rights & Harassment, Air Canada, Canada Suzanne McKie KC, Farore Law, UK (Chair) Lindsey Wagner, Moxie Mediation & Investigation, USA (California & Ohio)</p>	<p>Clawback And Forfeiture In Shareholder, Partnership & Executive Agreements:</p> <p>The current law and practice in the light of recent caselaw with leading UK and US employment and partnership law specialists in this area.</p> <p>Jeremy Callman, Ten Old Square, UK Greg Campbell, Mishcon De Reya, UK Richard Leiper KC, 11KBW, UK Brian MacDonough, Sherin & Lodgen, USA (Boston) David Fisher, CM Murray LLP, UK (Chair)</p>
16.45–17.10	<p>Coffee & Drinks Break <i>Courtyard</i></p>	
17.10–17.55	<p>Closing Plenary Session <i>Great Hall</i> <i>Kindly sponsored by Byfield Reputation Counsel</i></p> <p>Would We Act For Weinstein?</p> <p>In a democratic society those accused of wrongdoing are entitled to legal representation no matter the allegations that they face, but what are the ethical, legal, reputational, generational, and even personal safety issues that advisers should and do take into account in deciding whether or not to act, or to continue to act when darker truths start to emerge.</p> <p><i>An interactive audience discussion in a Samoan Circle format.</i></p> <p>Colleen Cleary, CC Solicitors, Ireland Inge Derde, Bellaw, Van Eeckhoutte, Taquet & Clesse, Belgium Wonu Sanda, CM Murray LLP, UK Gus Sellitto, Byfield Reputation Counsel, UK Cathy Qu, River Delta Law, China Veena Gopalakrishnan, Trilegal, India (Facilitator) Beth Hale, CM Murray LLP, UK (Facilitator)</p>	
17.55-18.00 18.00-19.30	<p>Closing Remarks Evening Drinks Event - Courtyard - Kindly sponsored by Trilegal</p>	

Panel co-ordinators: Rachael Parker, Mitchell Blythe & Anaya Price, CM Murray LLP