

summit programme

23 – 24 November 2015 | Grande Real Villa Itália | Cascais | Portugal



DYNAMIC MODERATOR

Chairman: **Vincent Pickering**, Former CLO & Company Secretary

INSPIRING KEYNOTES

Designing a Solid Privacy and Data Protection Programme by Enabling Organisational Cooperation and Teamwork

Joao Torres Barreiro, Associate VP, Chief Data Protection Officer, **HCL Technologies**

The EU General Data Protection Regulation (GDPR) will bring considerable changes for organisations that process personal data. Hence, a reliable privacy and data protection management programme is a vital solution to systematically manage privacy in an integrated manner. Building such a programme requires careful planning and consideration across all disciplines throughout an organisation. Joao will outline ways to implement and integrate privacy and data protection into business practices, providing practical and actionable advice to navigate the new privacy rules.

- Securing support from the entire executive board to achieve an adequate governance model
- Converting vague privacy principles into concrete solutions to create a powerful strategy behind the programme
- Engaging different disciplines and business functions to raise privacy awareness
- Discovering the ways in which the newly proposed privacy regulation impacts the business to construct powerful solutions

Trusted Ally: Elevating the Traditional Legal Role to Become a Trusted Internal Business Partner

Volker Weisshaar, GC EMEA, **Sonos**

Today's GCs are becoming indispensable as they are tasked with more responsibilities on both legal and commercial sides. The question of whether they should be a member of the board as the CEO's right hand man should be embraced with open arms. The GC of the future will require an astute blend of legal and commercial expertise, which can only be achieved if they take bold steps outside their boundaries and elevate the role to further represent the company. Volker will encourage us all to uplift the conventional function of the in-house chief counsel:

- Defining best practices at boardroom level to support the GC's transition period into their elevated position
- Strengthening the GC's role by developing their decision-making skills to assist the leadership table in meeting the organisation's commercial expectations
- Placing importance on providing strategic input and professionalising the role to make adequate and informed decisions that will help to grow the company's overall business

Careful Planning: Streamlining Legal Challenges in M&A Processes to Achieve a Successful Post-Closing Integration

Stacey van Hooven, VP & GC, **SCA Hygiene Products**

Mergers and Acquisitions bring an array of benefits to the table, such as attaining greater value generation, achieving cost-efficiency, enhancing business performance and gaining a competitive advantage. In any M&A project, carrying out a well-executed integration based on the foundation established during the pre-closing period is of paramount importance. Stacey will focus on several key legal issues that must be addressed during the early stages of the process to achieve a successful post-closing integration.

- Understanding merger control and its effect on the integration phase to prevent detrimental consequences on the post-closing business
- Assessing brand repositioning from a legal standpoint and adopting a clear brand strategy
- Handling employment law issues in jurisdictions where local integration plans are high risk and could potentially jeopardise the satisfactory completion of the M&A transaction
- Novating and assigning contracts where there are provisions that might be triggered by the merger

Great networking opportunities, marvellous environment, and interesting topics.

INTERACTIVE FORUM

Cultivating Team Excellence Forum

Results with Rewards: Achieving Excellence by Leading and Inspiring Your Legal Team with Effective Incentivisation Schemes

Ludo Mees, SVP & GC, **AMG Advanced Metallurgical Group**

Yasmin Mang, Legal Director, **Alpine Electronics Europe**

A successful team stems from good leadership, motivation and guidance. In times of struggle, a company relies on a capable legal team to skilfully handle risks and take the business to the next level. However, choosing the right incentive plan to instil constant enthusiasm and loyalty can be a difficult task. In a time of budget cuts and tightening legal expenditure, it is important to be clear of the objectives of the incentive scheme and intangible rewarding plans available to keep the team motivated. This panel discussion will explore the best ways to cultivate team motivation by determining the most effective incentivisation plans for your particular organisation.

FRESH THINKING | STIMULATING INTERACTIONS | DYNAMIC PARTNERSHIPS

PRESNTATION SERIES

Localisation to Globalisation: Adapting to Specific Local Regulations as a Transnational Company to Embrace Glocalisation

Mathieu Savaris, GC, GE Energy Management EMEA

Operating at a multinational level can pose many challenges to an organisation's operational consistency as a whole. Alongside the benefits of transnational economic activity comes the complexity of unregulated conduct due to customised systems and individual country requirements. As such, legal departments are struggling to play the home field and adapt to local regulatory schemes to meet global organisational aspirations. Mathieu will address the eternal debate between globalisation and localisation in the legal function:

- Addressing compliance challenges by adjusting the company structure to adhere to local requirements whilst adapting to global compliance programmes
- Developing the in-house legal team by implementing best commercial practices to facilitate growth and enable departmental efficiency
- Sharing insights on post-acquisition integration aspects to ensure consistency in the process
- Advancing the role of the in-house counsel as a trusted business leader to facilitate change and progression

The Evolution of the General Counsel

Amita Kent, Head of Legal, Almirall

The GC's role has evolved beyond the traditional legal scope of litigation, transactions and legal outsourcing. An innovative class of new and improved GCs place themselves as a key role in shaping the organisation's future, aligning with desired commercial goals and becoming a vital pillar in the organisation's risk management strategy. Amita will share insights on the importance for the GC to earn the right to having a powerful voice in the boardroom.

- Analysing global business transformation which necessitates the revolution of an in-house lawyer's organisational responsibilities
- Defining the evolving role of the GC that partners with the business, evaluates new risks, makes strategic decisions and produces tangible solutions
- Exploring new and improved tools in the technology space to assist the new legal role in streamlining operational procedures
- Placing the GC at the forefront of the leadership committee by adding strategic value to the executive table

Doing More for Less: A Valuable Toolkit for Departmental Efficiency

Jonathan Stevens, Head of Global Litigation, Atos

If there is a single skill that an in-house counsel needs to achieve better results with limited budget, it would be resourcefulness. In this increasingly challenging more for less culture, there is a plethora of tools, technologies, and skills that one can use to increase efficiency within the legal department. Jonathan will outline key steps to achieve this by deploying available software, excelling in team management and utilising external resources, while protecting your budget:

- Showcasing Atos' experience in making use of existing free technology to improve time management, and the accuracy and quality of data collection
- Adopting exemplary leadership and people management skills to successfully deliver team performance
- Providing updates on new technologies and resources on the market and methods to improve team efficiency using various external resources

Strengthening the Organisation by Combatting Risk and Applying Strategic Regulatory Compliance Practices

Dr Sascha Krahe, VP, GC & Chief Compliance Officer, TAKATA

A surfeit of new regulations on both national and international levels continues to intensify and has called for more attention in the legal and compliance practice. Fundamental requirements for clear implementation of regulatory compliance include a comprehensible set of transparent internal policies, risk awareness, leadership support, and appropriate staffing and budget. With a sole focus to advise organisations on conforming to complex legal mandates, Dr. Sascha will provide guidelines on:

- Discovering a balance when managing internal and external compliance solutions to ensure cost-efficiency when managing outsourced counsel experts
- Implementing a risk-based approach in pairing global and regional solutions to make certain a streamlined regulatory compliance within the entire organisation
- Launching an Anti-Competitive Behaviour (ABC) training programme
- Segregating compliance teams into an operational excellence stream and business partner stream

Keeping Up-to-Date: Recent Trends in Antitrust Damages Actions

Ianika Tzankova, Professor of Law, University of Tilburg

Antitrust issues must be handled with an extraordinary amount of care and one must have a sense of the implications of a potential region-wide litigation. The EU has recognised this importance and is gearing towards implementing a new directive which governs the actions for antitrust damages. Ianika will share her expert views on recent developments surrounding this directive and what it could entail for companies involved in antitrust damages actions:

- Explaining the background and regulations of the damages directive on affected countries to keep abreast with the developments
- Analysing the different effects the directive will impose on companies that have been accused of antitrust infringements as well as those that have been potential victims
- Discussing the repercussions on the current status quo by highlighting the issue of forum shopping and actions in the jurisdiction including the increased use of litigation funding

Very valuable and interesting exchange of practical experiences and approaches. I am able to take a lot of ideas back to my company. Great people!

Senior Legal Counsel CE & WE, Fresenius Medical Care

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