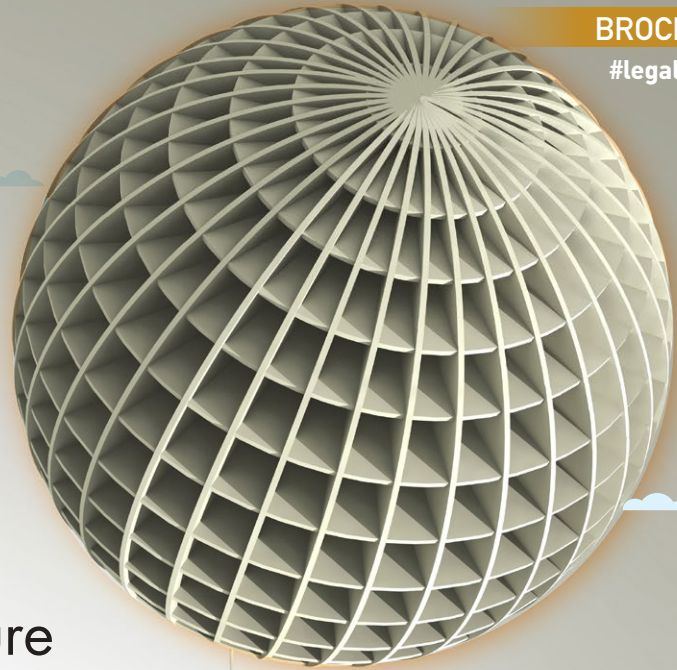


Developing LEGAL TALENT for TOMORROW

Stepping into the future law firm



THEMATOLOGY

- The impact of COVID-19 on legal operations
- Embracing legal technology and innovation
- The importance of diversity & inclusion in the legal profession
- Attracting millennial legal talent
- Training and retaining good lawyers
- Value-based legal firms
- Effective and ethical marketing strategies
- The risk-reward dilemma of becoming a partner in a law firm
- Employee vs. entrepreneur mind-set in the legal profession
- Succession planning of legal services



AUDIENCE

- Lawyers • Attorneys-at-law • Legal consultants/advisors • Prosecutors • Legal assistants • Judicial officers
- Legal academics • Representatives from relevant regulatory bodies and governmental authorities

Earn up to 3 CPD units

Academic Partner



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Organiser



INTRODUCTION

Over the last decade, the legal profession has experienced unprecedented changes in response to policy changes, technological innovation, shifting client demands and expectations, evolving social media trends, etc. Following the COVID-19 crisis, it is expected to introduce further reforms as law firms acknowledge the need to transform the way they attract, develop and retain talent in order to succeed. At the same time, a new generation of lawyers is facing its own difficulties and dilemmas in the course of its professional development journey. The Conference aims to act as a platform for discussion to help firms identify which talent strategies are best suited to them and to enable legal professionals to position themselves in relation to their competitors so as to deal with the challenges that lie ahead as they strive to achieve their professional goals.

TARGET AUDIENCE

The conference is addressed to professionals and more specifically senior executives from the following:

- Lawyers
- Attorneys-at-law
- Legal consultants/advisors
- Prosecutors
- Legal assistants
- Judicial officers
- Legal academics
- Representatives from relevant regulatory bodies and governmental authorities



EVENT DETAILS

- 📅 Wednesday, 12 May 2021
- 🕒 9:30 EEST
- 💻 Digital Event
- 🗣️ English
- 📍 Full participation in the Conference corresponds to up to 3 CPD units.

REASONS TO ATTEND

- To gain more knowledge of succession in business and talent management in your profession.
- To learn from experienced professionals who will advise on the right moves following the recent crisis.
- To ensure that you are going about attracting the desired clientele for your firm in the right way.
- To recruit, manage and retain the best people for your firm.

GOLD

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Your attendance at the 3rd Cyprus Legal Conference entitles you to **one year's free access** to the **digital edition of GOLD magazine**. Once your conference registration fee has been paid, you will be contacted by IMH with details of how to take advantage of this special offer.



CHAIRWOMAN

**Professor Stéphanie
Laulhé Shaelou**
UCLan Cyprus

**Jonathan
Goldsmith**
Consultant in European
and international
legal services,
Belgium

**Dr Klearchos
Kyriakides**
UCLan Cyprus

**Amy
Clowrey**
Switalskis Solicitors /
The Junior Lawyers Division
of England and Wales,
UK

PROGRAMME

1st Announcement

15:30-15:40

Introduction by the Chairwoman of the Conference

Professor Stéphanie Laulhé Shaelou, Head of School of Law & Professor of European Law and Reform, UCLan Cyprus



15:40-15:55

How COVID-19 Has Impacted Law Firms and Bars

This session will focus on how lawyers and bars have been impacted by the pandemic, focusing on three principal areas: IT, training and regulation. It will also cover the international resources which seek to explain the impact on lawyers worldwide.

Jonathan Goldsmith, Consultant in European and international legal services, Belgium

15:55-16:10

The Ancient Greek Characteristics of an Ethical Lawyer in the 21st Century

The 21st Century has been marked by unprecedented changes, burdens and pressures which have reached a peak during the COVID-19 pandemic. Against this turbulent background, this presentation argues that the essential characteristics of an ethical lawyer remain largely founded upon the ancient Greek ideas articulated by Aristotle, the student of Plato. These characteristics include a dedication to justice and virtue coupled with courage, honour, judgment, reason, temperance, truthfulness and wisdom.

Dr Klearchos Kyriakides, Assistant Professor in English Law & Legal Practice and Deputy Head of School of Law, UCLan Cyprus



16:10-16:25

Keeping associates on track: training and retaining lawyers

Employing the right people to do the right work at the right time in the right place and for the right price. Today, good talent management is a game changer and a fundamental part of effectively transitioning to the brave new legal services marketplace. Choosing the right people will result in a win-win situation as associates rise through the ranks and become partners in their firms.

Jerome Kowalski, Principal & Owner, Kowalski & Associates, USA*

16:25-16:40

Diversity & Inclusion: Addressing the Equity Gap in the Legal Industry

The presentation will consider the current diversity and inclusion issues facing the legal profession and offer ways in which we, as individuals working in the profession, can make a difference.

Amy Clowrey, Associate Child Abuse Solicitor, Switalskis Solicitors / The Junior Lawyers Division of England and Wales, UK

Switalskis

16:40-16:55

How can law firms attract and keep millennial generation lawyers?

- Work/life balance
- Moving from bonuses to meaningful contributions
- Mentorship
- Flat hierarchies

Ian Mannion, Recruitment Manager, Clayton Legal, UK*

*invited



Peter Scott
Peter Scott Consulting,
UK

16:55-17:10 **Implications of becoming a partner in a law firm vs opening your own firm (value, benefits, responsibilities)**

- Financial returns
- Risk assessment
- Necessary skills
- Business ethics
- Client lists
- Finding the niche

Erin Johnston, Partner, Kirkland & Ellis LLP, USA*

17:10-17:25 **Succession planning in law firms**

- Develop the next generation to protect and maintain valuable client relationships when partners retire
- Building leadership skills
- What happens to solo law firms?

Jon Cartwright, Partner, Hazlewoods, UK*

17:25-17:40 **The Client-Centered Law Firm**

The most critical qualities industry leaders must develop in order to support transformation and improve the ROI of legal services within companies and law firms.

Jack Newton, CEO & Founder, Clio, Canada*

17:40-17:55 **Value-Based Law Firms**

Peter Scott Consulting
legal business transformation

Value pricing needs to be seen through the eyes of clients, and clients' perceptions of 'value' require lawyers to provide outcomes and solutions to problems. Understanding what is valuable to clients enables lawyers to know their 'worth' to clients and to price competitively. However, pressure on price certainty from clients also means lawyers must work more efficiently and learn project management skills of scoping, costing and delivering work to a price and on time.

Peter Scott, Solicitor, Peter Scott Consulting, UK

17:55-18:10 **Marketing for lawyers: Social networking, choosing the right channel, marketing in line with business ethics**

- Building your own brand as a lawyer
- LinkedIn and social media accounts
- Building referrals and a client list
- Marketing as part of a legal firm vs marketing as a lawyer
- Marketing in line with legislation and business ethics
- Choosing to merge with another firm
- Using business intelligence reporting capabilities

Ben Trott, Managing Director & Law Firm Consultant, Marketing Lawyers, UK*

18:10-18:15 **Closing Remarks by the Chairwoman of the Conference**



Professor Stéphanie Laulhé Shaelou, Head of School of Law & Professor of European Law and Reform, UCLan Cyprus

SPEAKERS

Chairwoman



Professor Stéphanie Lahlé Shaelou

Head of School of Law & Professor of European Law and Reform, UCLan Cyprus

Prof. Stéphanie Lahlé Shaelou has transferred knowledge and run externally funded projects in several universities throughout Europe including Cyprus and the UK for the past 20 years. She is currently Professor of European Law and Reform and Head of the School of Law of the University of Central Lancashire in Cyprus (UCLan Cyprus). She supervises numerous LLM dissertations, PhDs and post-docs in fields related to her own research including on the financial crisis, migration crisis, rule of law, effective judicial protection, Brexit, privacy, artificial intelligence and other current issues in EU law. She is a Fellow of the Higher Education Academy, a certified Mediator as well as a Data Protection Officer and is very active in the organisation and delivery of CPD courses at the School of Law. She has been a legal expert for the Legal Services of the Republic of Cyprus assisting Commissions of Inquiry (2018-19; 2020). She is the Founding Member and Director of the non-profit organisation ICLAIM (Interdisciplinary Centre for Law, Alternative and Innovative Methods), a social enterprise fostering community projects widening access to justice having an impact on society (see www.icclaimcentre.org). In February 2021 she received the European Citizen 2020 Prize of the European Parliament as ICLAIM Founder for its 'Social Mediation in Practice' project.



Jonathan Goldsmith

Consultant in European and International Legal Services, Belgium

Jonathan Goldsmith is a consultant in European and international legal services, working as an expert on numerous funded projects aimed at improving the administration of justice in the EU and world-wide. He is an English solicitor, blogs weekly on legal topics for the Law Society Gazette, and is a member of the Council of the Law Society. From 2001 to 2015, he was the Secretary General of the Council of Bars and Law Societies of Europe (CCBE), which represents over 1,000,000 European lawyers through its member bars and law societies. He began his legal career in the UK Citizens Advice Bureaux as advice worker (1978-1980) and community lawyer (1980-1986). After that, he joined the Law Society of England and Wales, first as Deputy Head, Communications and then, from 1995-2001, as Director, International, promoting the interests of solicitors abroad.



Dr. Klearchos Kyriakides

Assistant Professor in English Law & Legal Practice and Deputy Head of School of Law, UCLan Cyprus

Klearchos A. Kyriakides is an Assistant Professor in the School of Law of the Cyprus Campus of the University of Central Lancashire (UCLan Cyprus), where is also Deputy Head of School and co-founder of the Rule of Law Monitoring Mechanism. He was born in London and educated in the Universities of Birmingham, Cambridge and Westminster. In 2003, he qualified as a Solicitor of the Senior Courts of England and Wales and practised Law in London. In 2007, he ceased practising law to focus on academia. However, he has remained a non-practising member of the Law Society of England and Wales. He has also remained an Executive Committee Member of the West London Law Society, in which he served as President from 2010 until 2011.



Peter Scott

Solicitor, Peter Scott Consulting, UK

Peter Scott is a solicitor and former Managing Partner of Eversheds London and European offices. He acts as an adviser, trainer, and coach to many law firms in relation to their strategic, financial, performance and reward, and risk and compliance issues, with a particular focus on helping to improve their competitiveness through effective performance management. He also acts as a 'discreet mentor' to many managing partners and CEOs. Peter is the author of several works on law firm management.



Amy Clowrey

Associate Child Abuse Solicitor, Switalskis Solicitors / The Junior Lawyers Division of England and Wales, UK

Amy Clowrey is an Associate Solicitor within the child abuse department at Switalskis Solicitors, representing victims of historical child abuse and exploitation. Amy is a former chair, and current committee member, of the Junior Lawyers Division of The Law Society of England and Wales, the educational representative of the Yorkshire Union of Lawyers and a committee member of the Huddersfield Law Society Twinning with Uganda Group. In 2017 she travelled to Uganda to provide training to Ugandan lawyers in conjunction with the Ugandan Law Society.

ACADEMIC PARTNER



The University of Central Lancashire Cyprus (UCLan Cyprus) is located in Lamaka and is an innovative University model, combining both the Cyprus/European and British University-level education. It is the first Branch Campus of the University of Central Lancashire, accredited by the UK Quality Assurance Agency and the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA) respectively. Its graduates have the unique privilege of receiving two degrees, one from the United Kingdom and one from Cyprus, thus proving the dual identity of the University of Central Lancashire Cyprus.

ORGANISER



CONFERENCES | MEDIA | EXHIBITIONS

IMH is the largest business knowledge and information transfer organisation in Cyprus. Its services include the coordination and running of conferences, seminars and commercial exhibitions, specialist business media publishing and human resources consulting. Every year, IMH organises more than 110 conferences related to every sector of the market, commercial exhibitions and training seminars, and undertakes the entire process of five business award ceremonies. IMH publishes the only dedicated business magazines in Cyprus: the Greek language monthly IN Business and the English-language monthly Gold, which are read by tens of thousands of Cypriot and non-Cypriot professionals, managers and entrepreneurs. It also operates the magazines' accompanying news portals, the IN Business Portal (www.inbusinessnews.com), the GOLD Portal (www.goldnews.com.cy) and the REPORTER (www.reporter.com.cy). IMH also delivers via e-mail the IN Business Daily Newsletter, the GOLD News Daily Newsletter and the REPORTER Newsletter. The IMH Business Development Department bids for tenders published by local public sector bodies, the European Union and other international organisations. Through its activities, IMH gives businesses a chance to develop, to network, to find new clients and business associates, to communicate with new audiences and discover growth opportunities. www.imhbusiness.com

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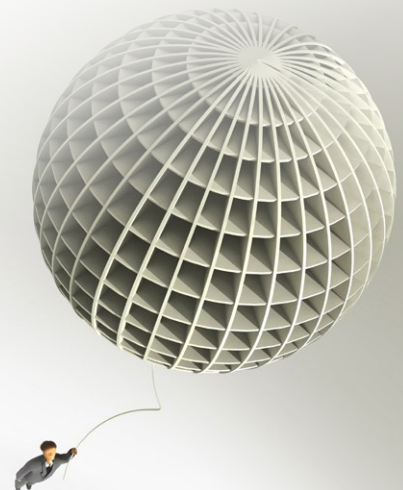


THE BUSINESS MAGAZINE OF CYPRUS

GOLD magazine was founded in 2011 as the first English-language business monthly in Cyprus. Today, it is not only synonymous with the promotion of good business practices but it has a unique and valuable readership of High-Net-Worth Individuals, international company executives, English-speaking Cypriot and non-Cypriot businessmen and women. GOLD provides a comprehensive and informed overview of the local business scene, the economy and the market and has gained a reputation for its in-depth articles and revealing interviews with key local and international personalities. www.goldnews.com.cy



IN Business magazine has a monthly readership of over 89,000. It is the only monthly business magazine in Cyprus that provides a comprehensive overview of all segments of the economy, from retail to services, as well as reporting on new deals, presenting new faces and, generally, looking at everything that's happening on the local business scene. IN Business has always been a pioneer in local business journalism, thanks to its in-depth analysis and research, often backed by previously unpublished facts and figures. www.inbusinessnews.com



Booking Form

EASY WAYS TO REGISTER

@ E-mail: events@imhbusiness.com

☎ Fax: +357 22 679820

🌐 Website: www.imhbusiness.com

REGISTRATION DEADLINE PAYMENT

Participation fees must be paid in advance by Monday, 12 April 2021.

WHAT DO THE FEES INCLUDE?

Participation fee per person includes registration, a coffee break, networking cocktail and documentation.

3rd Cyprus Legal Conference

Wednesday, 12 May 2021 | 9:30 EEST | Digital Event

(REGISTRATION DEADLINE: Monday, 12 May 2021)


PARTICIPANT INFORMATION		
Company / Organization:		
Address:	City:	Postal Code:
Telephone:	Fax:	
E-mail:	Website:	
Invoice Information (if different from above):		

1 st PARTICIPATION	2 nd PARTICIPATION
<input type="checkbox"/> Mr <input type="checkbox"/> Mrs	<input type="checkbox"/> Mr <input type="checkbox"/> Mrs
Name:	Name:
Job Title:	Job Title:
Mobile:	Mobile:
E-mail:	E-mail:

3 rd PARTICIPATION	4 th PARTICIPATION
<input type="checkbox"/> Mr <input type="checkbox"/> Mrs	<input type="checkbox"/> Mr <input type="checkbox"/> Mrs
Name:	Name:
Job Title:	Job Title:
Mobile:	Mobile:
E-mail:	E-mail:

BY FILLING OUT THIS FORM YOU AGREE TO OUR TERMS AND CONDITIONS

PARTICIPATION FEE PER PERSON	GOLD
<h1>€100</h1> <p>+ 19% VAT per person</p>	<p>1 year free access to the digital edition</p> <p>Your attendance at the 3rd Cyprus Legal Conference entitles you to one year's free access to the digital edition of GOLD magazine. Once your conference registration fee has been paid, you will be contacted by IMH with details of how to take advantage of this special offer.</p>



METHODS OF PAYMENT	CONFERENCES: TERMS & CONDITIONS OF PARTICIPATION
<input type="checkbox"/> Cheque Please mail your cheque by mail or courier to: IMH Consulting Ltd, P.O.Box 21185, 1503, Nicosia, Payable to IMH Consulting Ltd	<p>Confirmation of your registration will be sent as soon as possible once we have received your application in writing – either online or by fax or mail. Please note that, in order for you to take part in the conference, your participation fee must be paid in full two days before the first day's deliberations. Please note, furthermore, that the organisers reserve the right to make changes to the details – though not to the substance – of the conference without prior warning, even if these do not appear in the programme because they occurred after printing and due to unforeseen circumstances. Additionally, you should be aware that, if the organisers are obliged to cancel a conference, they have a responsibility to reimburse any fees paid. They cannot be held responsible, however, for any consequential damage or loss. Finally, please note that an application to participate and an online registration are considered legally binding.</p>
<input type="checkbox"/> Bank Transfer Please inform the bank that you will pay all charges. Name of bank: Hellenic Bank Public Ltd Exact designation of account holder: IMH C.S.C LTD Full account number including codes: 115-01-188831-01 IBAN code: CY27 0050 0115 0001 1501 1888 3101 , SWIFT BIC: HEBACY2N Description: 3rd Cyprus Legal Conference / Participant's name	
<input type="checkbox"/> Credit Card An IMH representative will contact you to complete the transaction.	

CANCELLATION POLICY

• Participation fees are paid in advance. • Cancellations must be made in writing two days before the start of the conference, otherwise you will be charged 50% of the participation fee. • In case of a no show without a written cancellation two days before the conference, you will be charged 100% of the participation fee.

EVENT PRIVACY NOTICE

1. WHAT IS THE PURPOSE OF THIS DOCUMENT?

IMH CSC Ltd is committed to protecting the privacy and security of your personal information. This privacy notice tells you about the information we collect from you when you register to attend one of our events. In collecting this information, we are acting as a data controller. By law we are required to provide you with information about us, about how and why we use your data and about the rights you have over your data.

2. DATA PROTECTION PRINCIPLES

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

3. THE KIND OF INFORMATION WE HOLD ABOUT YOU

When you register to attend one of our events, we will collect, store, and use the following categories of personal information about you:

- The information you have provided us when completing a booking form or when registering online to attend our events, including organisation, title, first name, last name, job title, telephone number, mobile number, email address, address, city and postal code.
- As there is a participation fee to attend the event we also ask for payment and if you choose credit card as a method of payment we ask for card number, expiry date, cardholder name and signature.
- Communication information. When you send us an e-mail or other communication we retain that communication in order to process your enquiries and respond to your requests.
- Surveys you may be requested to fill out in some events.

ONLINE EVENTS

Additionally, when you register to attend one of our online events, our online events platform provider collects the following information about you on our behalf:

Account information. To access various parts of the platform you must have an online account. To register for an account on the platform, you must provide your name, email address, telephone number, company name, and other information necessary to confirm that you are authorised to use the platform.

End User Information. To access webinars, virtual environments and other events administered by us via the online platform, you may be required to register. The requested personal information typically includes name, email address, telephone number, company name and job title as well as information about your company such as country and industry sector.

4. HOW IS YOUR PERSONAL INFORMATION COLLECTED?

We collect personal information about you from the following sources:

- You directly.
- From our online platform service provider
- Your employer/organisation.
- Other companies wishing to invite you to an event organized by IMH

5. HOW WE WILL USE INFORMATION ABOUT YOU

We will only use your personal information when the law allows us to. Most commonly, we will use your personal information in the following circumstances:

- Where we need to perform the contract, we have entered into in order to provide a service to you and your organisation. In other words, we will use your information in order to arrange that you attend our events.
- Where we need to provide you with the information, products and/or services that you request from us.
- Where we need to comply with a legal obligation.
- We may in some circumstances rely on your consent. In those circumstances, we will specifically ask whether you agree to us using your data in specified ways. You can withdraw your consent and ask us to delete your information at any time - please see section 11.
- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests. As you have shown interest in attending our events, we rely on this legal basis to send you information and updates about future events that may be of interest to you. If you DO NOT wish to receive this information, you have the right to object to this at any time, by contacting our Data Protection Officer at gdpr@imhbusiness.com or by clicking the unsubscribe link at the bottom of our e-mails.

Some of the above grounds for processing will overlap and there may be several grounds which justify our use of your personal information.

6. AUTOMATED DECISION-MAKING

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

7. DATA SHARING

We may share your data with third parties, including the event organisers, event sponsors and third-party service providers, where it is necessary to administer the working relationship with your business or where we have another legitimate interest in doing so, such as the planning, organisation and realisation of our events. We may also share your information where this is required by law.

We use data processors to help facilitate the organization of events.

We may sometimes charge a fee to attend an event. If this happens, our communications about the event will provide details of the data processor, we use to collect payments.

We require third parties to respect the security of your data and to treat it in accordance with the law and we have appropriate agreements in place.

8. TRANSFERING INFORMATION OUTSIDE THE EU

Our online platform service provider will have access to some of your information when you register for one of our online events. Our online platform service provider is located in the US and is committed to protecting the privacy and security of your personal information, in accordance with the General Data Protection Regulation, under Standard Contractual Clauses.

If you have any questions about this or you need any further information please contact our Data Protection Officer on 22505555 or at gdpr@imhbusiness.com.

9. DATA SECURITY

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees and agents who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. Details of these measures may be obtained from our Data Protection Officer.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

10. DATA RETENTION

We will retain your personal information only for as long as we need it or until you withdraw your consent, (in those instances where we process your information based on your consent) or you object to processing when exercising your rights in accordance with section 11 below. You can contact our Data Protection Officer at gdpr@imhbusiness.com to find out more about our retention times.

11. RIGHTS OF ACCESS, CORRECTION, ERASURE, AND RESTRICTION

Under certain circumstances, by law you have also the right to:

- Request access to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- Request correction of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- Request erasure of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- Object to processing of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- Request the restriction of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- Request the transfer of your personal information to another party but only for information processed by automated means and where the processing is based on your consent or on contract.
- Right to withdraw consent at any time for processing for any purpose for which you have given consent.

If you want to exercise any of the above rights, please contact our Data Protection Officer at gdpr@imhbusiness.com.

12. DATA PROTECTION OFFICER

We have appointed a Data Protection Officer to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact our Data Protection Officer at gdpr@imhbusiness.com. You have the right to make a complaint at any time to the office of the Commissioner of Personal Data Protection, the Cyprus supervisory authority for data protection matters. You can find out more about this at www.dataprotection.gov.cy