

## Programme

### Session levels explained:

B = Basic  
I = Intermediate  
A = Advanced

### Tracks

1. Lead Yourself
2. Lead the Law
3. Lead the Business

*The programme consists of regular sessions and 'Law Labs'. A Law Lab is an interactive session, facilitated by experts allowing you to focus on an area of personal development, operations or the law. Places for each Law Lab will be limited to 50 delegates to aid discussion and will be available on a "first-come, first-served" basis on site.*

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### Sunday 22 May

<b>1500 – 1930</b>	<b>Registration</b>	<i>Foyer, Level 3</i>
<b>1800 – 2000</b>	<b>Exhibition</b>	<i>Madrid 3-5, Level 4</i>
<b>1800 – 2000</b>	<b>Welcome reception</b>	<i>Madrid 3-5, Level 4</i>

*Sponsored by ADVANT*

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### Monday 23 May

<b>0745 – 1745</b>	<b>Registration</b>	<i>Foyer, Level 3</i>
<b>0815 – 0900</b>	<b>Welcome coffee and pastries</b>	<i>Madrid 3-5, Level 4</i>
<b>0815 – 1600</b>	<b>Exhibition</b>	<i>Madrid 3-5, Level 4</i>

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### 0900 – 1030      **Opening plenary**

*Level: B/I/A*

#### **1      Embracing new beginnings - Re-inventing in-house counsel profile**

*Madrid 1-2, Level 4*

In recent years, in-house lawyers have been playing an increasingly important role in the transformation of companies, driven by the so-called 4th industrial revolution. The health emergency caused by COVID-19 and the uncertainties generated by it, have accelerated the transformation of the legal function, with increasing demands for new skills.

Internal and external factors such as globalisation, increasing regulation, technological development, the incessant activity of companies to meet

clients' needs, risk management and internal control systems are only examples of factors that exert a notable influence on the management team of organisations. Investors, consumers and society in general, no longer only pay attention to financial results, but also to the way in which organisations obtain these results in its aspects of regulatory compliance, ethics and integrity and sustainability. This increased demand for transparency, truthfulness, good practice and responsible business behaviour, acts as a catalyst in raising the competences and functions now required of in-house lawyers.

In this context, the new strategic and executive competencies demanded of the legal function mean that the T-shaped lawyer is increasingly in demand. Our panel will discuss and exchange thoughts on the new competencies and skills required by in-house counsel to meet the company goals and increase corporate value.

*Sponsor: K&L Gates*

*Speakers:*

**Barbara van Koppen**, SVP Corporate Center & General Counsel, KLM Royal Dutch Airlines

**Dr. Thomas Meiers**, Chief Governance and Legal Officer, SEAT and CUPRA

**John Rigau**, Vice President, General Counsel, Pepsico West Europe

**Elizabeth Walker**, General Counsel & Company Secretary, Cancer Research UK

*Facilitator:*

**Craig Budner**, Global Strategic Growth Partner, K&L Gates

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**1030 – 1115 Networking break**

*Madrid 3-5, Level 4*

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**1115 – 1230 Concurrent sessions**

*Level: B//A*

Track: Lead Yourself

**2 Be inspired: How are legal departments operating differently since Covid-19?**

*Cibeles, Level 3*

In this session, we will be looking at examples where companies/employees have seized the moment to develop new ways of working and what we have learned to date. Some of these may include silver linings, cross-functional leadership, a 4-day workweek for full-time pay, a company policy allowing for a minimum number of days in the office or a minimum number of weeks/days to work from anywhere provided certain conditions are met. How can the differing needs of employees (or rather lawyers) and the employer be met? How do different generations adapt to the new reality? Is a hybrid model - where you perform certain tasks at home and other tasks in the office - the right way forward?

*Sponsor: CMS*

*Speakers:*

**Henar Alvarez Alonso-Pesquera**, Associate Director Compliance Spain & Portugal, Teva

**Alexandre Beltran**, Director Legal – Contracts EMEA & LATAM, Talend

**Christopher Jordan**, Partner, CMS

*Level: B*

Track: Lead the Law

### **3 Antitrust advice across global borders**

*Madrid 1, Level 4*

Businesses working across borders are subject to antitrust and competition laws in a variety of jurisdictions with antitrust agencies keeping a watchful eye. The US, EU, UK and China all have different approaches and focuses and a one size fits all approach is no longer feasible. With damages claims relating to cartels and dominance abuses growing exponentially and antitrust litigation in Europe on the rise, this session will provide some practical insights for the in-house legal team.

*Sponsor: McDermott Will & Emery*

*Speakers:*

**Karen Jelgerhuis Swildens**, Senior Managing Counsel, Competition Law, Booking.com

**Frédéric Pradelles**, Partner, McDermott Will & Emery

**Anneleen Straetemans**, Global Head of Legal & Corporate Affairs, Direct to Consumers, AB InBev

*Level: B//A*

Track: Lead the Business

### **4 Why you should keep public policy developments on your radar**

*Madrid 2, Level 4*

Formulation and execution of business strategies at high-tech behemoths such as Airbnb, Netflix, Amazon and Uber are often led by lawyers who have transitioned from the legal department or narrower roles in law to dynamic public policy roles in Brussels and elsewhere in Europe. This panel will delve into the impactful work they do, how legal training has aided in their success and why in-house counsel should keep public policy developments on their radar.

*Sponsor: Cuatrecasas*

*Speakers:*

**Nina Cronstedt**, Group Chief Legal Officer, Verisure

**Jurgita Miseviciute**, Head of Public Policy and Government Affairs, Proton

**María Pérez Carrillo**, Partner, Cuatrecasas

**Thomas Tindemans**, Chairman of the Board and Co-head Global Public Affairs, Hill+Knowlton Strategies

*Level: A*

Track: Lead the Business

**For in-house counsel only**

## **5 Law Lab - Legal operations as a silver bullet – Magic or myth?**

*Neptuno, Level 3*

*Note: This Law Lab is limited to 50 delegates. Places will be available on a "first-come, first-served" basis on site.*

The challenges facing legal functions, and the role of in-house counsel, are changing fundamentally and rapidly. This session examines whether current in-house legal models for delivering legal services are still fit for purpose. Topics include Contract Lifecycle Management (CLM) - a single source of truth? - workflow and process automation and how legal front doors can add efficiencies, how and why external legal service providers need to adapt, suggested metrics & data analysis points, how to build your business case for a Legal Ops budget and much, much more!

*Sponsor: Shoosmiths*

*Speakers:*

**Ana Prado Blanco**, General Counsel, Mercedes-Benz Iberia

**Angela Cetani**, Legal Director & General Counsel SEMEA, VMware

**Jean-Philippe Doho**, Legal Innovation Manager, Ubisoft, France

**Edward Smith**, Partner Shoosmiths

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**1230 – 1400 Lunch and networking**

*Madrid 3-5, Level 4*

*Sponsored by Ambar Partners*

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**1400 – 1530 Concurrent sessions**

*Madrid 3-5, Level 4*

*Level: B//A*

Track: Lead Yourself

## **6 Diversity, Equity & Inclusion (DE&I) as a driver of success**

*Madrid 1, Level 4*

Help business understand that DE&I is not only the right thing to do, it's also the smart thing to do.

It's not a new concept but with different cultures/generations having different expectations, business must catch up and create a truly inclusive and diverse work environment. Discussions have been held, goals have been set, but now it is time to take concrete action.

In-house counsel can be the strategic partner for building a diverse and inclusive workplace in which everyone benefits from equal treatment and opportunities, irrespective of race, ethnic or social origin, gender or sexual orientation, age, disability, language, religion, political preference, or any other grounds of personal discrimination. This session will provide insight in ways in-house counsel, as individuals and/or as a team, can take real action on DE&I to impact not only the legal department but also the company.

*Sponsor: Intapp*

*Speakers:*

**Lola Conde**, COO Legal, Banco Santander

**Matthias Ebnetter**, Legal Department Manager, SAP

**Jihane El Farri**, Managing Director, Legal Europe, FedEx Express

**Sheila Gormley**, Senior Director, Collaboration and Content, Intapp

*Facilitator:*

**Kimberly Nuzum**, Publicis Groupe Chief Compliance Officer, Groupe Deputy General Counsel, Publicis Groupe

*Level: B*

Track: Lead the Law

## **7 Legal advice for an ethical brand – Why ESG should keep you up at night**

*Madrid 2, Level 4*

Across a range of legal topics there are increasing societal expectations, and the law may not be keeping pace with what customers want. How are lawyers helping organisations act as thought leaders in this area and deriving a business advantage by going further than the legal minimum. In this session, speakers will cover consumer law, environmental law and environmental, social and corporate governance (ESG) issues as well as issues in supply chain and modern slavery. Find out which focus in-house lawyers should have when aiding their business in developing an ethical brand.

*Sponsor: CMS*

*Speakers:*

**Stephan Lührmann**, Partner, CMS

**Esteban Mezzano**, General Counsel Corporate Operations & Sustainability, Nestlé

**Nicolas Taylor**, General Counsel – EMEA, JLL

*Level: B//A*

Track: Lead the Business

## **8 Digitalization & Corporate Digital Responsibility (CDR)**

*Cibeles, Level 3*

In this session, we will be looking at the key opportunities as well as the risks and legal challenges that businesses are facing in designing and deploying their global/European digital strategies. In 2022 alone, global spend on digital transformation is projected to reach several trillion US dollars, with annual growth predictions at a rate of 19% over the next four years.

But this investment is at risk as ethical, legal and compliance considerations are side-stepped in the race to gain commercial advantage. Our panel will tackle key issues from AI bias, to cyber security and data monetization. The panel will draw on evidence and insights from extensive research and provide opinion and guidance on where the biggest risks lie, what the future challenges are, legislative changes and, importantly how GCs and legal teams need to work with their boards to be at the forefront of this agenda.

*Sponsor: Eversheds Sutherland*

*Speakers:*

**Maria Echeverria-Torres**, Head of Legal & Compliance, Nokia

**Hassan Elmilgui**, Head of Legal Operations, Capgemini – Paris

**Charlotte Walker-Osborn**, Partner, International Head of Artificial Intelligence and Technology Sector, Eversheds Sutherland (International) LLP

*Level: A*

Track: Lead the Law

**For in-house counsel only**

**9 Law Lab: From crisis to consequences. The legal lessons you'll want to know for when that unthinkable cyberattack happens**

*Neptuno, Level 3*

*Note: This Law Lab is limited to 50 delegates. Places will be available on a "first-come, first-served" basis on site.*

It's 3am on a Friday. Your phone pings. Your company has just been hit by a massive cyberattack. You're due to launch a new strategic product next week, and a hotly anticipated rights issue is due to happen soon. Time to panic? No, time to join our Law Lab to experience what it is like to be an in-house lawyer living through a major incident and its fallout – from what you need to know in the hours, days and weeks afterwards, to the longer-term fallout as you face the prospect of enforcement by regulators and a large class action lawsuit.

*Sponsor: Bird&Bird LLP*

*Speakers:*

**Jaime Calvo Alfonsin**, Head of Process, Cybersecurity and Risk Legal Department, Banco Santander

**Silvia Madrid**, Head of Legal and Compliance Iberia, UniCredit S.p.A.

**Joaquin Muñoz**, Partner. Commercial Law - Privacy & Data Protection, Bird&Bird LLP

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**1530 – 1600 Networking break**

*Madrid 3-5, Level 4*

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**1600 – 1700 Concurrent sessions**

*Level: I*

Track: Lead the Law

**10 Whistleblowing: Practical applications to maximise the value of what your own people are telling you**

*Cibeles, Level 3*

Stakeholders are increasingly interested in what businesses are doing, leading to an ever-growing list of risks that require good risk management. In-house counsel can play a vital role in making this work well. Legal departments also see what happens when things are not going so well – from dealing with SpeakUp cases and internal investigations, to whistleblowing and media scrutiny. How can in-house lawyers know what's going on in the

business and what role can they play in good governance and compliance structures?

*Sponsor: EY*

*Speakers:*

**Kyrill Farbmann**, European Compliance Director, McDonald's Corporation

**Joanne Morgan**, Director Ethics and Compliance, BT

**Iñigo Sebastian de Erice**, Partner, EY Forensic & Integrity Services (Spain)

*Level: B//A*

Track: Lead the Business

## **11 Counsel as crisis leader: Protecting corporate reputations and successfully leading strategies while in the public eye**

*Madrid 1, Level 4*

In-house counsel, and GCs in particular, often truly earn their seats at the table and are looked to by business colleagues to lead during times of crisis. This session will bring some of these scenarios to life through the personal experiences of the speakers.

*Sponsor: Morrison Foerster*

*Speakers:*

**Hayley Ichilcik**, Partner, Morrison & Foerster LLP

**Brandon Nelson**, General Counsel and Corporate Secretary, JetBlue Airways

**Philip Smith**, Head of Financial Crime and Human Rights Risk Management, Booking.com

*Level: B//A*

Track: Lead Yourself

**For in-house counsel only**

## **12 Law Lab- Wellbeing: Cultivating different types of rest for a peak performance**

*Neptuno, Level 3*

*Note: This Law Lab is limited to 50 delegates. Places will be available on a "first-come, first-served" basis on site.*

Are you getting enough rest? How often do you feel like you wake up after a full night's sleep and you are still tired?

We navigate our days thinking we have rested enough only because we have reached a required number of hours of sleep. In reality, we often feel exhausted because we are missing out on the other types of rest we need. In a high-achieving culture, we tend to underestimate the true power of rest, falsely believing that an extra hour of work is more productive than an hour of rest.

However, research shows how great minds and leaders fully understand the power of rest and taking breaks, alternating hours of deep and productive work with time off to recharge and rest.

In this session, we will be diving into the power and science of rest, understanding how different types of rest have an impact on your mental and physical wellbeing, together with your performance at work. You can look forward to learning the following:

- the types of rest in seven key areas of your life
- how rest boosts brain performance and improves decision-making
- understand what types of rest you need
- actionable advice for introducing moments of rest into your daily life, improving your mental and physical health

*Sponsor: The International Center for Dispute Resolution - American Arbitration Association*

*Speaker:*

**Paola Brignoli**, Corporate Wellbeing Advocate, Paola Brignoli Yoga

*Level: B//A*

Track: Lead the Business

### **13 Why stay in your lane? Using legal training to succeed in high-profile business roles**

*Madrid 2, Level 4*

Stories and lessons from lawyers successfully transitioning to key business roles, traditionally occupied by MBAs, in high-tech, innovative and highly regulated companies.

*Sponsor: BRYTER*

*Speakers:*

**Markus Bangen**, CEO, Duisport

**Michael Grupp**, CEO & Co-Founder, BRYTER

**Sandra Martin Moran**, General Manager, Exeltis France

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### **1700 – 1745 Being part of the ACC network: resources and opportunities**

*Neptuno, Level 3*

All in-house delegates are invited to join this informative session by Giuseppe Marletta, Managing Director, Europe, Association of Corporate Counsel and Katerina Galanpoulou, Senior Legal Counsel, SAP Hellas.



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## 1830 – 0130 Conference dinner



*This is a pre-registered event. Please book via the registration form. Places are limited and will be allocated on a "first-come, first-served" basis.*

**Dress code:** Business formal

**Venue:** Masía José Luis

### **Transport**

From 18:15 - 18:45: Coaches depart from the Riu Plaza España Hotel

From 22:00 - 01:30: Coach shuttle service operates back to the Riu Plaza España Hotel

*Sponsored by BDO*

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## Tuesday 24 May

0830 – 1530	Registration	Foyer, Level 3
0830 – 0900	Welcome coffee and pastries	Madrid 3-5, Level 4
0830 – 1400.	Exhibition	Madrid 3-5, Level 4

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## 0900 – 1030 Concurrent sessions

*Level: B//A*

Track: Lead Yourself

### **14 How to fail spectacularly well!**

*Cibeles, Level 3*

Lawyers are generally afraid to admit failure. After all, failing can be very risky in the legal profession. However, learning from our professional mistakes and understanding why we fail ultimately makes us stronger. Because learning how to fail means how to succeed better.

How do mindset and actions after a mistake impact how others see us? How can we inspire others to own their mistakes and turn them into lessons that we can all learn from? It is these kinds of questions that will be addressed and discussed in this session.

*Speakers:*

**Philippe Antonio**, Head of Legal - EMEA & APJ, Symphony RetailAI

**Dan Fitz**, General Counsel & Company Secretary, The Francis Crick Institute

**Matthew Genkin**, Assistant General Counsel, SAP

*Level: A*

Track: Lead the Law

## **15 Protecting Intellectual Property in the digital age**

*Madrid 1, Level 4*

What are your options when the traditional IP toolkit of patents and trademarks is not right for your business? Hear about innovative ways that lawyers are protecting the crown jewels that are vital to a company's success.

*Sponsor: Deloitte*

*Speakers:*

**Izabella Dan-Rottensteiner**, Senior Legal Counsel | IT&IP, BearingPoint

**Susan Taing**, Head of Legal for the Advertising Center of Excellence,

Adevinta

**Maaïke van Velzen**, Partner IP & Technology Law, Deloitte

*Level: B//A*

Track: Lead the Business

**For in-house counsel only**

## **16 Law Lab - Risk management boot camp: Key steps to identify, manage and mitigate legal and business risks**

*Neptuno, Level 3*

*Note: This Law Lab is limited to 50 delegates. Places will be available on a "first-come, first-served" basis on site.*

Businesses today expect in-house lawyers to be proactively analysing a broad range of situations for an equally broad range of risks. Therefore in-house counsel must not only have a mastery of the company's business operations and strategy, but also an analytical framework for addressing risks alongside the business once identified.

*Sponsor: Mitrataech*

*Speakers:*

**Zahori Martinez**, General Counsel, Siemens Mobility Spain

**Manuel Alejandro Muñoz Lorca**, Head of Legal and Chief Risk Office, Securitas Chile

**Matt Rygler**, Director of International Growth, Mitrataech

*Level: A*

Track: Lead the Law

## **17 The ethical machine: Utilising automation successfully**

*Madrid 2, Level 4*

Businesses sit on valuable data sets which enable them to enhance their products and services to better meet the needs of customers. From machine learning to artificial intelligence, there are opportunities to automate this process so businesses can adapt faster than ever. But there are challenges

including algorithmic transparency; lack of contestability; bias and discrimination; and lack of accountability. How are firms leveraging their data resources successfully in line with fundamental human rights?

*Sponsor: Addleshaw Goddard LLP*

*Speakers:*

**Farisa Khan**, Senior Legal Counsel - Privacy - Digital, Marketing and E-Commerce, The Coca-Cola Company

**Dr. Nathalie Moreno**, Partner, Technology and Data Protection, Addleshaw Goddard LLP

**Miguel Viedma**, NCE General Counsel, VP Group Legal and Head of Legal Innovation, Capgemini

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**1030 – 1115**

**Networking break**

*Madrid 3-5, Level 4*

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**1115 – 1230**

**Concurrent sessions**

*Level: B//A*

Track: Lead Yourself

**18 How to gain professional skills outside work**

*Cibeles, Level 3*

How to augment your training & development opportunities and think outside of the box!

In-house counsel can pursue a range of activities outside of work, including volunteering, non-executive opportunities, education, public speaking, mentoring and coaching. Join us to explore these possibilities and more.

*Speakers:*

**Mercedes Carmona Mariscal**, Legal Director Iberia, BD

**Russell Hunter**, Senior Manager, Commitments Assurance / Solicitor, BT Group

**Stathis Mihos**, Senior Legal Director, Pfizer

*Level: I*

Track: Lead the Law

**19 I'm calling from the beach: Employment law challenges and opportunities from new ways of working**

*Madrid 1, Level 4*

Whether you've got lots of digital nomads looking for adventure alongside the day job, or people crossing borders to work in the sun, in the mountains or by the sea, we're still navigating our way in the new ways of working. These bring opportunities for businesses as well as new risks – how people are employed, workplace rights and employer duties, social security and tax implications. How are in-house counsel finding solutions that work for people as well as their companies?

*Sponsor: Littler*

*Speakers:*

**Helen Umpelby**, Principal Employment Lawyer, BT

**Eduardo Ruiz Montoya**, Vice President & Deputy General Counsel, Global Regions (EMEA, APJ, LatAm), Hewlett Packard Enterprise

**Stephan Swinkels**, Shareholder, Littler

*Level: B//A*

Track: Lead the Business

**20 Unlearning traditional legal speak and thought – Retooling hard skills to lead and more effectively partner with the business**

*Madrid 2, Level 4*

In fast-moving corporate environments, the ability of in-house counsel to participate fully in discussions around strategy and influence decisions taken by the business often hinges on the ability to communicate and think less like a lawyer and more like a businessperson. This session includes lessons on how to do so effectively.

*Sponsor: ContractPodAi*

*Speakers:*

**Jaap Bosman**, Founding Partner, TGO Consulting

**Samir Boufadiss**, Deputy General Counsel, Tesla

**Omiyinka Doris**, Deputy General Counsel, VEON

**Matt Gould**, Head of Transformation and Co-General Counsel, ContractPodAi

*Level: B//A*

Track: Lead Yourself

**For in-house counsel only**

**21 Law Lab: The brand called "You"!**

*Neptuno, Level 3*

*Note: This Law Lab is limited to 50 delegates. Places will be available on a "first-come, first-served" basis on site.*

This session will focus on how to get noticed at work and explore the importance of managing not only how others see you but also ensuring that they understand what you stand for.

*Speaker:*

**Josephine Monberg**, Head of Communication and Culture Global Industry and Value Advisory, SAP

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**1230 – 1400 Lunch and networking** *Madrid 3-5, Level 4*

*Sponsored by Ambar Partners*

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## 1400 – 1530 Closing plenary:

*Level: B//A*

### 22 **Meet Hayley Barnard - Entrepreneur, adventurer, passionate about tackling unconscious bias and leadership challenges**

*Madrid 1-2, Level 4*

Come with Hayley on a journey from desk-bound office dweller to sleeping in a tent at -42 degrees in the Arctic, and spending over 14 hours in cold water swimming across the busiest shipping lane in the world. Along the way Hayley will share some mindset tools that served her well then on expeditions and even better now as Managing Director of two companies. Hayley's session will support and inspire you. She'll cover:

- *If you don't ask you don't get* - whether it's asking of ourselves or of our workplaces
- *Overcoming Imposter Syndrome* - how to give yourself more credit and use your influence for good
- *Spin-it* - how to rebrand your in-house counsel job in your mind and how that can spill out into how other individuals and departments view and value you too
- *Why fear is normal* - the easy option is never satisfying, and courage is your special power.

*Sponsor: Fisher & Phillips LLP*

*Speaker:*

**Hayley Barnard**, Managing Director and Diversity Strategist, MIX Diversity Developers

*Hayley will be introduced by **William D. Wright**, Partner at Fisher & Phillips LLP*

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Programme and speakers are subject to change without notice.

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### **With thanks...**

ACC Europe wishes to thank the 2022 Annual Conference Advisory Board for their thought leadership, creativity and hard work in developing this programme:

#### **Co-Chairs**

**Marlene Connolly**, Former Group Counsel & Legal Director Forcepoint International Technology

**Teresa Minguez**, Director Legal & Compliance and Integrity Officer, Data Protection Officer, Porsche Ibérica, S.A.

#### **Track Lead Yourself**

**Fiona de Kerckhove**, Lead Senior Legal Counsel, SAP

**Vassilis Korlos**, Legal Officer, Advantage FSE

**Vanessa Veenma**, Managing Legal Counsel, BearingPoint

**Track Lead the Law**

**Stefanie Cool**, Legal Counsel, Chevron Phillips Chemicals International

**Russell Hunter**, Senior Manager, Commitments Assurance / Solicitor, BT Group

**Track Lead the Business**

**Tarik Gause**, Director, Business & Legal Affairs, Roku, Inc.

**Maria Dolores Lojo**, General Counsel, Ibero-America Securitas

*13/05/2022*