



2023 Globalaw Leadership Programme



Business development
and leadership training
for lawyers of Globalaw
member firms



THE GLOBAL REACH YOU NEED
FROM THE LOCAL FIRM YOU TRUST

globalaw.net

"I feel extremely privileged to have participated in the GLP. As a result not only have I blossomed in my role at my firm, OLN, but it has also opened up opportunities within the Globalaw network for me. As a result, I am now on the Globalaw Leadership Committee and have been elected to be the first Advisory Board Member of Globalaw. I am honoured to be part of a network of highly professional, enthusiastic and committed lawyers based all over the world and am grateful to have learnt so much from their vast amounts of experience."

Scherzade Burden,
Oldham, Li & Nie, Hong Kong

Growing your career

Acquiring business development and leadership skills are essential to your professional development and success. Globalaw's Leadership Programme (GLP) is designed to inspire individuals to be leaders by:

- Sharing information and insights into the inner workings of the Globalaw network
- Providing practical knowledge and tools to guide you in developing your business development skills
- Instilling values of responsible, ethical leadership
- Further shaping your legal and professional education

Growing your firm

Your firm's growth comes from responding to your client's needs on both a local and global level. By leading business development initiatives both internally within your firm and within Globalaw, you and your firm can better profile yourselves to achieve such growth. The GLP aims to:

- Demonstrate how you can use the Globalaw network to grow your firm's business
- Connect with fellow participants and expand your international professional network
- Provide a forum for sharing knowledge, best practices and expertise
- Give insights on cultural differences of doing business globally

Sessions

The GLP has **8 sessions**:

▶ Session 1 - Introduction to Globalaw and Participants

Session one is a remote session.

The first session will focus on:

- 1) establishing a personal connection between the members of the class; and
 - 2) providing initial insights into the network.
- **Part 1:** Participants will, bolstered by questions circulated prior to the session, be asked to share with each other their brief professional biographies and practice areas, as well as a summary of what is special about their member firm and jurisdiction.
 - **Part 2:** A GL Officer / Director will provide a foundational presentation about the network's structure, goals, and benefits.

This session will be facilitated by a GL Officer / Director.

▶ Session 2 - Practical Collaboration

Session two is the first in person session.

Session two will take place at the GLARM in 2023 in New York City. It will be 2 hours in duration.

The session is an interactive exercise to engage in a real time experiment for a new matter that will be handled by multiple firms in multiple jurisdictions. (E.g., three groups coordinate the preparation of a demand letter to Company X that operates in all three jurisdictions and has engaged in behavior objected to by the sample shared client). The participants will work on how to approach conflicts, coordinate billing, and jointly draft a document to meet the cultural and legal requirements of all three jurisdictions.

This session will be facilitated by a GL Officer / Director.

► Session 3 - Business Development in the Network

Session three is a remote session.

This session follows the exercise from the in-person session, with more of the nuts and bolts of how to work and thrive in the network, and where the best value in the network exists for each participant and their practices.

- **Part 1:** Participants will learn about the capabilities of the network, particularly unique expertise of the network and its firms, and receive an introduction into how to use the business initiatives. Focus will be on growth opportunities, not just inbound and outbound one-off referrals.
- **Part 2:** This portion of the session focuses on logistics in order to make the most of the network. It will cover referrals, billing, transparency and coordination of the cooperation between member firms – issues which the participants will have firsthand knowledge of, from either GL referrals, or at a minimum from the in-person exercise.

This session will be facilitated by a GL Officer/ Director.

► Session 4 - One-On-One Business Development Planning

Session four will be individually scheduled within 3-4 week windows.

This session will be triggered by an email from the GLP Chair to the participants, inviting them to a one-on-one meeting with one of their regional leaders. The participant and regional leader will have one month to conduct a mentoring session at a time that suits them, using whatever medium they prefer.

This session is aimed at allowing the participants to speak one-on-one with a leading lawyer in their region, about his/her experience in practice, building his/her client base and business, and use of the network in both respects. Sample discussion topics will be provided in advance.

The GLP Chair will initiate the session via email pairings, but they will be monitored for completion by the Secretariat.

► Session 5 - Thinking Like An Owner

Session five is a remote session.

In connection to the fifth session, participants will have training on the challenges for partners in a law firm. This session will not focus on any jurisdictional issues, like marketing in Europe versus the US. Instead, it will be about juggling clients, generating work, and maintaining legal expertise, all while overseeing the logistics of firm leadership.

For this session the level of experience of the participants is critical, and will be surveyed early in the programme to focus the topics covered by this session. The GLP Chair will work with the regional leaders to build the presentation accordingly.

This session will be facilitated by two regional leaders.

► Session 6 - Building Internal Relationships

Session six will be individually scheduled within 3-4 week windows.

This session will be triggered by an email from the GLP Chair to pairs/trios (based on that year's enrollment), matching them with a recent GLP alumnus to talk about how to best help each other in the network, and in their practices. The pair/trio and their GLP alumnus will have one month to conduct a session at a time that suits them, using whatever medium they prefer.

This session is aimed at guiding the participants on how to look for collaborative opportunities in and outside the network, even in their more junior roles. It is also a chance for more in-depth presentations by each participant about their skills and talents to their peers. The GLP alumnus will be provided resources in advance.

The GLP Chair will initiate the session via email groupings, but they will be monitored for completion by the Secretariat.

"Every day I aim to apply what I learned about business development from the Globalaw Leadership Programme sessions"

Niklas Mirbach,
Huth Dietrich Hahn,
Hamburg, Germany

"Globalaw is an invaluable resource to its member firms. The Leadership Program introduced me to the Globalaw network, improved my business development skills, and allowed me to visit new places and bond with a distinguished group of lawyers. I strongly recommend the program to any young lawyer interested in expanding his or her practice into the global business environment"

Clayton Hix,
Hill Farrer & Burrill LLP,
Los Angeles, USA

▶ Session 7 - How To Get and Keep Clients

Session seven is a remote session.

This session will focus on the improvement of business development skills, which transcend jurisdictional boundaries and rules of practice. Discussion facilitators will focus on how to assess client needs and ways to develop solutions to client needs in collaboration with other members of the network. They will also share insights into cross-selling as it plays out in the network. Finally, they will speak to how to leverage the network and its resources to strengthen your client contacts/relationships.

This session will be moderated by an outside expert.

▶ Session 8 - Engagement for the Future

Session eight is the second in-person session. This session is mandatory for programme completion.

It will take place at GLAMM in Lisbon, Portugal. It will be approximately 2 hours.

The focus of the last session will be a facilitated discussion, and provoking questions about where each participant sees their best investment in the network, outlining next roles for the members, and identifying ways to get the best return for their involvement in the programme both from member colleagues and back at their own firms.

This session will be facilitated by the GLP Chair/Vice-Chair.

GLAMM Presentation

The GLP will host a panel presentation on the regular GLAMM program, to present some of their key learnings from the year, and to identify issues they would like to see the network address in the coming year. It will occupy 30 minutes in the overall schedule, and will allow the participants to give their at large member colleagues insight into who each of them is, to hear what they have learned the last year, and to get insights from their heirs-apparent about what they think are the issues on the horizon. This will empower the participants not only to be leaders in the network, but to be ambassadors for the network back with their firms and their clients.

Eligibility

Participants are junior leaders in their member firms, with at least **6 years of practice**, preference for 8-10 years, with demonstrated efforts on business development, and responsibility for client relationships.

Meeting in person during the programme is essential to building relationships with your fellow participants and bringing you greater benefits from later sessions. Your first physical meeting will be held in person at the **GLARM in New York from the 1-3 June**. GLP 2023 will have an interactive programme of online and in-person events. The last programme session and class project presentation will take place at the **GLAMM in Lisbon, Portugal** at the end of October. Attendance at GLAMM is mandatory for programme completion.

What are the practical details of the GLP?

The 2023 GLP programme year starts in April 2023 via video conference and ends at the GLAMM in Lisbon, Portugal.

Objective	One-year business development and leadership program to identify and train future leadership in the member firms and the network.
Program Frequency	Annually.
Session Frequency	8 sessions (2 in-person group sessions, 4 remote group sessions, and 2 one-on-one mentoring sessions), approximately once every 4-5 weeks.
Eligibility	Participants are junior leaders in their member firms, with at least 6 years of practice, preference for 8-10 years, with demonstrated efforts on business development, and responsibility for client relationships.
Class Size	Maximum of 12 participants each year.
In-Person Sessions	2 of the 8 sessions are held in-person at a Globalaw Regional Meeting, and the Annual Members Meeting ("GLAMM").
Remote Sessions	The remaining 6 sessions will be conducted remotely, 4 by video conference and the 2 one-on-one sessions as best suits the needs of the participants.
Scheduling	<p>Single remote sessions will last one hour. However, on occasion two sessions may be combined for efficiency or scheduling issues, and thus this estimate may be modified.</p> <p>The Secretariat will aim to schedule all remote sessions on Friday in each 5-6 week cycle, at or near 4:00 p.m. Central European Time (CET). If the makeup of the class in any given year indicates a different time would be more appropriate, that will be adjusted as most efficient.</p>
Medium of Communication	Remote sessions will take place with all participants connected at the same time via online video, unless a particular session requires an alternative arrangement.
Attendance Requirement	Attendance of 6 out the 8 sessions, one of which must be the in-person session at GLAMM, is required for programme completion.



What is the programme participant fee?

The fee to participate in the Globalaw Leadership Programme is **3,500 USD**, which covers a discounted registration to the 2023 GLARM in New York City, United States and waived registration at the GLAMM in Lisbon, Portugal.

The fee has been kept to a minimum to facilitate member participation.

The fee covers reduced registration fees to two Globalaw meetings, outside speaker honorariums and materials costs.

How do I apply?

To apply, please complete the online application form by [clicking here](#).

You can save the text entered into the survey by clicking "Next" and return to it later via the same link.

The application deadline is, Friday, 30 December 2022.

Who can I contact for further details?

To learn more about the GLP, we welcome you to contact Globalaw's Leadership Committee or the Secretariat: secretariat@globalaw.net

We also encourage you to speak to your firm's contact partner about this opportunity.

Can I receive CLE credits?

You may be able to apply for CLE credits for attending certain online and in-person GLP sessions. Please consult your home jurisdiction's governing law society regarding this possibility.

Continued Leadership

The GLP is designed to be a spring-board for your career and journey with Globalaw. During the GLP, we will provide you details on joining Globalaw business initiatives and how to become an active leader in the Globalaw network. Once you have completed the course, we encourage you to join the GLP alumni group. Being active in the alumni group allows you to continue building your professional network and business development opportunities.



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