



2024 Globalaw Leadership Programme

Business development and
leadership training for lawyers of
Globalaw member firms

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 network

Growing your professional network is key to providing value to you, and your firm's clients. Take advantage of the ever-growing

Globalaw network in general, and the GLP participants, in particular. The GLP is designed to expand your network by:

- Connecting and collaborating with your fellow GLP 2024 participants
- Meeting with CPAs, insurance brokers, bankers, service providers, and other potential referral sources
- Joining the newly-established GLP alumni network

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

“The Globalaw Leadership Programme is an excellent introduction to Globalaw and what the network is trying to achieve. It focuses the mind to look at our business with an international lens. It opens doors to new networking and business opportunities and on a personal level, to new friends and colleagues.”

Patrice O'Keeffe,
Comyn Kelleher Tobin, Ireland

The Globalaw Leadership Programme has 6 SESSIONS:

SESSION 1 - Introduction to Globalaw and Participants

Hybrid Session | La Thuile & Virtual - April 2024

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 provide a summary of what is special about their member firm and jurisdiction.
 - **Part 2:** A Globalaw Officer/Director will provide a foundational presentation about the network's structure, goals, and benefits.
 - **Part 3:** Group Project - You and your fellow GLP participants will have the opportunity to breathe life into the GLP Alumni Initiative by beginning this year-long group project.

At the conclusion of the first session, participants will indicate their interests in participating on Globalaw committees and will be assigned to work on one committee throughout the programme to better understand the network and increase involvement. Each participant will update the programme class on relevant committee developments in subsequent sessions.

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

Session 2 - Business Development in the Network

Remote Session | May 2024

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 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 Globalaw Officer/Director, who is also a member of the Business Development Committee.

“The Globalaw Leadership Programme serves as the perfect stepping stone for entering the Globalaw family. It's a great way to get some idea about the manner of functioning of Globalaw as well as build an initial smaller network which gradually helps you blend-in with the larger Globalaw family.”

Gaurav Bhalla,
Alhawat Associates, India

“Globalaw is an invaluable resource to its member firms. The Leadership Programme 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 programme 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 3 - Business Development - Expanding Your Reach

In-person Session | Vancouver - June 2024

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 not focus on any jurisdiction-specific issues, but participants will share their own country and culture-specific insights on client needs and expectations.

Also: GLP Alumni Network project check-in



Session 4 - Thinking Like An Owner

Remote Session | August 2024

In the fourth session, participants will receive 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.

Also: GLP Alumni Network project check-in

SESSION 5 - Building Relationships and Presentation of Class Project

Hybrid Session | Sao Paulo & Virtual - September 2024

As lawyers, we are all in the “relationship business.” Relationships can be highly beneficial to the success you achieve in your legal career. Building strong professional relationships can help you learn new skills and apply and further develop your current skills. The right relationships will also set you up for equity partnership at your firm. Because successful relationship-building can require a combination of different soft skills, it can be essential to improve these skill areas to help you develop in your career. In the sixth session, we will discuss the importance of professional relationship building.

Also: GLP Alumni Network presentation to all Globalaw attendees at GLAMM.



Session 6 - Wrap-Up and Engagement for the Future

Remote Session | November 2024

The focus of the last session will be a facilitated discussion, and thought 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.

Kick-Off GLP Alumni Network Initiative

GLAMM Presentation

The GLP will host a panel presentation in the regular GLAMM programme, 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. The panel will also present the group's project for the year.

It would be a fire-side chat style, "lessons learned and emerging issues" presentation. It will occupy a limited time slot, approximately 30 minutes in the overall schedule, but 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**, preferably 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. Ideally, your first physical meeting will be held in person at the **GLEMEA in La Thuile, Italy from the 3-6 April 2024**. But Session 3 requires in-person participation at the **GLARM in Vancouver, Canada from 5-8 June, 2024**. GLP 2024 will have an interactive programme of online and in-person events. The last in-person programme session and class project presentation will take place at the **GLAMM in Sao Paulo, Brazil from 25-28 September 2024**.

What are the practical details?

The 2024 GLP programme year starts in April 2024 via hybrid in-person and virtual session at the GLEMEA and ends in a Wrap-Up session following the GLAMM in Sao Paulo, Brazil.

Objective	One-year business development and leadership programme to identify and train future leadership in the member firms and the network.
Programme Frequency	Annually.
Session Frequency	6 sessions (1 in-person, 2 hybrid group sessions, 3 remote group sessions).
Eligibility	Participants are junior leaders in their member firms, with at least 6 years of practice , preferably 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	1 of the sessions is to be held in-person at the Americas Regional Meeting in Vancouver. Two other sessions will be hybrid, with virtual and in-person options. These two hybrid sessions will be held at the GLEMEA Regional Meeting in La Thuile and the Annual Members Meeting in Sao Paulo.

What is the programme participant fee?

The fee to participate in the Globalaw Leadership Programme is **3,500 USD**. GLP participants receive a discounted registration to the 2024 GLARM in Vancouver, where there will be an in-person session. There will not be a virtual option for this meeting. Registration is waived for GLP participants attending GLAMM in Sao Paulo, Brazil. The session offered at GLAMM will be hybrid, with both an in-person and virtual option. There will also be a hybrid session at the GLEMEA Regional Meeting in La Thuile.

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 Thursday, February 29, 2024.

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. 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.





Globalaw is a busy, active and exciting network that is constantly growing.

Today, our + 80 members cover more than 80 jurisdictions spanning the Americas; Asia Pacific and Oceania; Europe, Africa, and the Middle East.

OUR SOCIAL NETWORK

