

STEPPING INTO THE FUTURE

African Legal Leaders
Programme 2023

 **ADDLESHAW
GODDARD**

MORE IMAGINATION **MORE IMPACT**



THE FUTURE NEEDS LEGAL LEADERS

The Challenge?

At AG, we have for many years recognised the importance of nurturing leadership skills that transform careers and meet the future demands of providing legal advice in complex jurisdictions.

We believe there is now, more than ever, a greater need for legal leaders who are equipped with the breadth and depth of skills needed to succeed in an environment in which technical legal skills play but one part in delivering the strategic and commercial requirements of businesses. The future needs legal leaders who thrive at delivering the answers to tomorrow's problems today.

The solution?

Our African Legal Leaders programme has been developed specifically to respond to such needs and challenges. It offers the opportunity for rising stars in private practice and in-house communities to:

- receive exposure to a range of new ideas and insights;
- benefit from proprietary tools and frameworks created specifically for legal teams of all sizes;

- participate in business simulations; and
- build their network with talented peers.

We launched African Legal Leaders in 2022 to great success with the programme oversubscribed and fully attended throughout. The 2022 programme was primarily directed towards our Africa preferred firm network. But given its success, we want to ensure that our clients are given the opportunity that it affords.

We are passionate about continuous improvement. Whether moving up or moving on, we know that pushing an individual's career to the next level takes talent – and quality training! Leadership programmes sound great in theory, but so often don't stand up to the cut and thrust of the real world where priorities shift and deadlines hit. But our African Legal Leaders programme is different – in its approach, its delivery and most importantly, its results. **Plus, it is free!**

FIVE SESSIONS TO CHANGE YOUR FUTURE

In conjunction with the management consultant group, Aretai, our AG Consulting Team have devised an award-winning interactive leadership programme which is led by Andrew Pawley who has extensive experience in nurturing exceptional talent in the legal sector.

The AG Consulting Team has been at the forefront of providing innovative and tailored solutions to legal leaders for fifteen years. During this period, we have gained a deep understanding of the needs and challenges faced by legal leaders, not least through our “value dynamics” research which garnered insights from over 200 hours of interviews with heads of legal. We use this experience to help the next generation of leaders to learn the tools necessary to succeed.

Our African Legal Leaders programme:

- is specifically tailored for those in or working towards a leadership role and covers all aspects of leadership – from operating styles and high-performance cultures, to structuring and leveraging networks;
- consists of five online sessions over the course of four months starting on 20 March 2023. Each session will start at 9am (GMT)/(BST) (as applicable) and run for 2-2.5 hours. It's scheduled in a way that permits participants to implement the skills learnt in the time between sessions. A summary of each of the five online sessions is set out on the following pages.

- (subject to the location of, and interest from, confirmed participants) may include a final bonus in-person social in London. This will give the cohort the opportunity to connect and network more effectively with each other;
- is backed by extensive research into what works for leaders – and what doesn't. That's what makes African Legal Leaders the only programme of its kind in the market and why it's so effective in practice; and
- provides participants with a cohort of talented peers to interact and share experiences with. When running similar programmes we have found that the alumni created by the programme is often considered to be one of its most valuable attributes.

So take the step to change someone's future by nominating them to join us on this exceptional programme.

If you would like to secure your place or nominate a team member in the 2023 cohort, please contact Rachael Hole (Rachael.Hole@addleshawgoddard.com) and Julie Hole (Julie.Hole@addleshawgoddard.com) by Friday 10 February 2023.



Brilliant – thoroughly enjoyable and insightful. Most practical and informative of any of these types of sessions I have ever attended.

Head of Legal, Global Financial Institution



FIVE SESSIONS TO CHANGE YOUR FUTURE

MODULE 1

THE LEADERSHIP TRANSITION AND PERSONAL IMPACT

MONDAY 20 MARCH

9-11.30AM (GMT)

After an interactive welcome and an opportunity to meet your fellow participants, this session sets the context for the programme by exploring the challenges of the manager to leader transition.

It then looks at some of the foundational components of leadership and personal impact, including highlighting the challenges of effective listening, overcoming personal bias and adapting operating styles, so as to influence more effectively.

MODULE 3

TEAM DYNAMICS

TUESDAY 2 MAY

9-11.30AM (BST)

This session divides the group into smaller teams. This will be for a competitive and fun activity that challenges existing ways of working together within teams. The aim will be to highlight the components for quickly building and leading high-performance teams.

MODULE 2

THE VALUE CHALLENGE

TUESDAY 18 APRIL

9-11AM (BST)

Examines value and shares insights into how other teams have aligned their legal community behind some common principles.

Building on these principles, it goes on to challenge participants to think about:

1. where they are currently;
2. where they would like to be; and
3. where the business wants them to be on the trusted adviser continuum.





FIVE SESSIONS TO CHANGE YOUR FUTURE

MODULE 4

THE PERFORMANCE CHALLENGE

THURSDAY 15 JUNE

9-11AM (BST)

Provides insights and practical examples of how various in-house teams are measuring, driving and reporting performance within their businesses. Building on these insights, the core components of a modern Legal Reporting Dashboard are explored and opportunities for participants to share their insights of their own challenges and successes.

MODULE 5

TAKING OWNERSHIP OF YOUR CAREER

TUESDAY 27 JUNE

9-11AM (BST)

Pulling all the themes explored together, this session encourages participants to carry out their own Leadership MOT and to discuss with fellow participants their plans and priorities for the coming year. It also explores the concept of developing one's personal brand and the importance and practical application of developing and leveraging networks.

(POTENTIAL) BONUS SOCIAL EVENT - IN PERSON

JULY

DAY & TIME: TBC

LOCATION: LONDON

This will be an opportunity to consolidate and reflect on the key insights and learnings from across the programme as participants build and solidify their connections across the cohort with a celebratory social to conclude the programme.

KEY CONTACTS



ANDREW PAWLEY

Programme Co-Lead

Andrew is an experienced management consultant, facilitator and coach.

Focusing extensively on the legal sector, he has worked for Addleshaw Goddard with over 11 years supporting the development of many of our clients' in-house teams, leading the research to develop our Value Dynamics toolkit and acting as a sounding board to a number of FTSE-100 Group GCs.

Andrew was responsible for Partner Development at Andersen globally and is a Fellow of the Institute of Chartered Accountants, with an MBA from London Business School.



MARIE-LOUISE CROMPTON

Programme Co-Lead

Marie-Louise is head of our AG Consulting Team and a senior manager in our Client Development Centre.

She has built up extensive experience enabling teams to successfully implement new strategies, deliver organisational change, drive individual performance and build employee engagement. Recent work with in-house legal teams has focused around building innovation skills, developing impact and influence, legal design thinking and improving personal efficiency and effectiveness. Marie-Louise is leading the latest round of research with GCs on the evolution of value within corporate legal functions.

Having held leadership roles in large multinationals, she has also worked as a consultant helping leaders and teams think differently about how they work with people to get the results they want. Marie-Louise has an MBA from Manchester Business School.



CHRIS TAYLOR

Partner, Head Of The Africa Business Group

Chris is a corporate partner and Head of AG's Africa Business Group.

He has over 24 years' experience advising clients on their Africa strategies including acting for clients like ABF, BAT, British International Investment, Gridworks and New Forests on their acquisitions and joint ventures in the region.

Chris oversees a team of more than 10 partners and 25 associates who all focus on the African region. He is a regular visitor to the region where he lectures on issues ranging from PE investments to international bribery and corruption compliance.



KEY CONTACTS



VICTOR ODERINDE

Programme Co-ordinator, Managing Associate,
Corporate Finance

Victor's core areas of expertise include M&A, international investments for investors and all aspects of private equity transactions.

Victor has a particular focus on Africa and is a key member of our Africa Business Group. He regularly advises clients on their acquisitions, disposals, joint ventures and investments in Africa - this includes acting for clients such as British International Investment, New Forests and Finlays.

The international nature of Victor's work means he is often working, and building relationships, with local counsel across Africa and other continents - and embraces the nuances of dealing with different jurisdictions.

He also has in-house experience in both the private equity and fast-moving consumer goods industries, which has sharpened his focus on efficiently delivering client objectives.



LAUREN HAMILTON

Partner, Dispute Resolution

Lauren is a Commercial Disputes partner with over 15 years' experience representing clients in their business critical disputes before the English High Court and the major international arbitration centres (LCIA, ICC, SIAC). She has particular expertise advising clients on technology related disputes.

Lauren is a key member of our Africa Business Group, co-leads AG's Tech Disputes team and is a member of the Society of Computer Lawyers. She frequently represents African based clients or clients with FDI into Africa in respect of their critical business disputes.

The cross-border nature of her work means Lauren is experienced representing clients in disputes requiring foreign law expert evidence, and/or which raise conflicts of laws issues, as well as bringing and defending jurisdictional challenges.



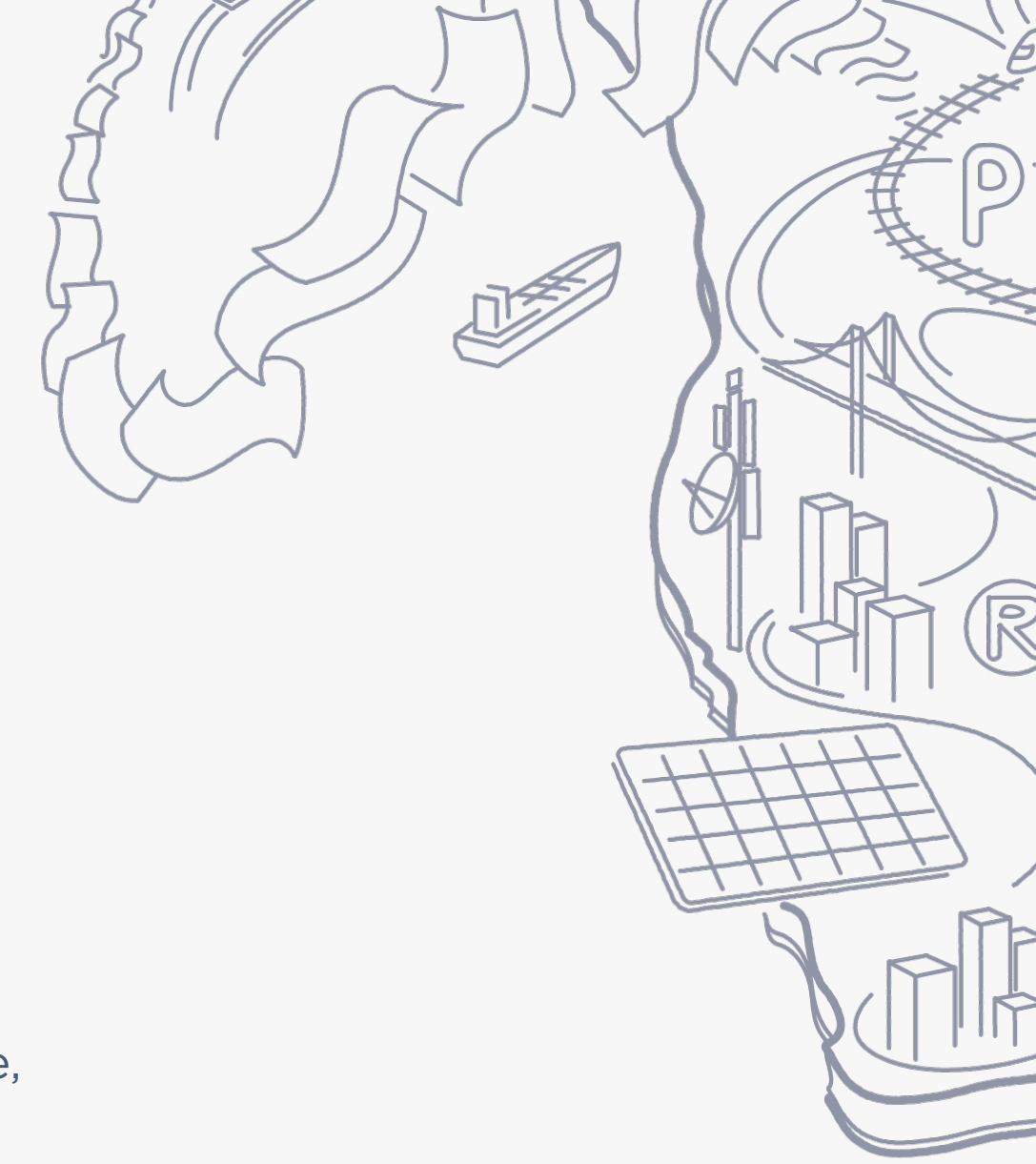
RÉMY BLAIN

Partner, Head of Paris Office,
Corporate Finance

As a former in-house lawyer, Rémy finds pragmatic solutions to complex negotiations and cross-border projects, focusing always on the business result.

His core areas of expertise include mergers & acquisitions, private equity acquisitions and disposals as well as build-up and carve-out operations, and strategic commercial contracts. He's accumulated over 30 years of experience, both in-house and in private practice, in energy and renewables, defence, aerospace and tech, paper and packaging, as well as the cosmetics, food and retail industries.

Bicultural by background, Rémy is able to straddle cultural differences and bridge the gaps between multinationals, medium-sized groups, management teams and individual entrepreneurs.



MORE IMAGINATION MORE IMPACT

addleshawgoddard.com

© Addleshaw Goddard LLP. This document is for general information only and is correct as at the publication date. It is not legal advice, and Addleshaw Goddard assumes no duty of care or liability to any party in respect of its content. Addleshaw Goddard is an international legal practice carried on by Addleshaw Goddard LLP and its affiliated undertakings – please refer to the Legal Notices section of our website for country-specific regulatory information.

For further information, including about how we process your personal data, please consult our website www.addleshawgoddard.com or www.aglaw.com.

ADD.DOC.015.23