



PANGEANET

INTERNATIONAL NETWORK OF INDEPENDENT LAW FIRMS

ANNUAL REPORT

2019-2020





ANNUAL REPORT 2020

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ORGANISATIONAL CHART

2019 New Board Members



Jens Foerderer

Chairman & Global Ambassador

Wenner (France)

jens.foerderer@wenner.eu



Nils Wigglinghaus

Deputy Chairman & AGM Director

Brandi (Germany)

nils.wigglinghaus@brandi.net



PANGEANET
INTERNATIONAL NETWORK OF INDEPENDENT LAW FIRMS



Horacio Ayuso

*Network Growth, Membership &
Quality Control Director*

Cayad (Mexico)

hayuso@cayad.com



Ryan Harrison

Honorary Treasurer

Browne Jacobson (UK)

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Søren Stig Langlør Hansen

Practice Groups Director

Andersen Partners (Denemark)

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BY JENS FOERDERER

A note from the chairman

Dear friends and colleagues,

I am glad that you opened this 2019/2020 edition of our Annual Report. You've made it to first line so please make the effort to read the rest of it – it's well worth it.

I am very honored to serve as Chairman of our great network and look forward to serving all of you over the next few years. But first, I would like to express my sincere thanks to my predecessor Declan Cushley from Browne Jacobson for his strong leadership over the last few years. Declan, you have been an inspiration for me and it is a relief to know that you will be there for me if I ever find myself in need of advice. You will not be with us in India but I am certain that you will be very much present at our upcoming AGMs (you said so yourself in your final foreword!)

Through the hard work of prior Board Members and all of our members firms, Pangea Net is situated today as a very strong and vibrant organization with:

- coverage in over 26 jurisdictions
- hundreds of local legal experts with an international flair
- an exceptional multidisciplinary offering

Ever since I've been a member of the Board, Pangea Net has been growing. Starting as – and still – mainly European network at heart, we have a true global vision and strive to be a truly global network.

During my time as responsible board member for the network growth & business development, I have talked to a lot of potential candidates throughout the world. I realized that every firm is different and takes a different approach to networks and the role they wish to play in such organizations.

Before taking over the role of Chairman, I wanted to find out what our network is all about, what our differentiator is (if any) and what our mission, our goal would or should be.

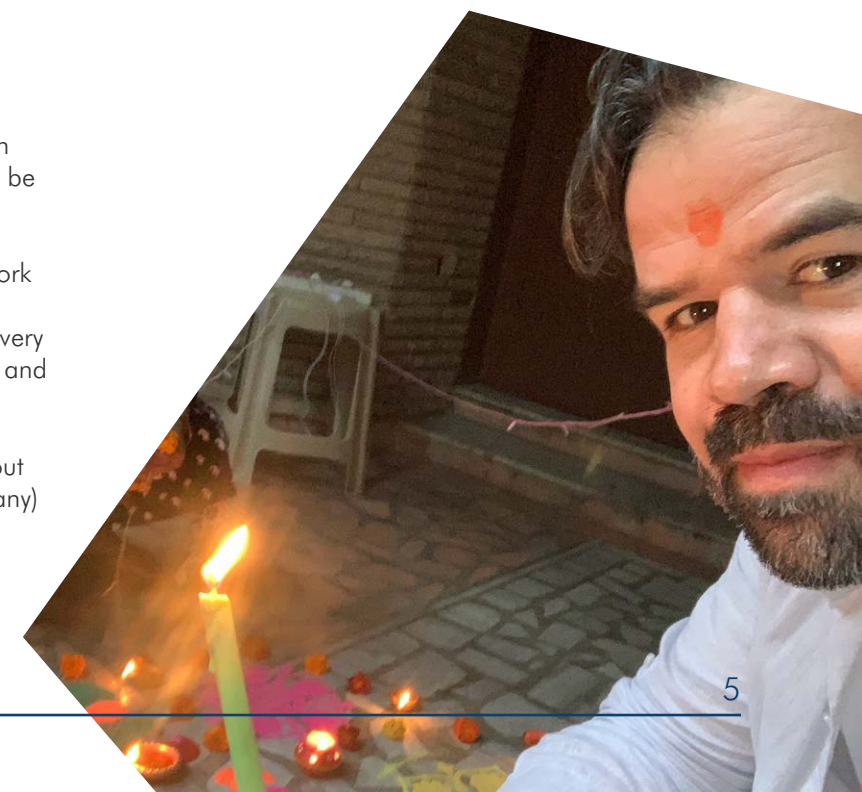
I realized that answering this question is a very complex if not impossible task, due to the fact that, even if we are all midsize in our respective jurisdictions, our sizes differ, our markets differ and our objectives and means differ as well.

I consider it to be my and the Board's mission to mend all these differences and to convert them into positive vibes and growth potential for us all. Given our "differences", serving all member firms and meeting all your demands equally is probably one of the biggest challenges we are confronted with.

But back to our purpose. You might remember last year's 2019 AGM in Amsterdam when asked by the moderator what my ambition as Chairman would be, I responded:

« I want to make you all happy » [pointing my finger at you all].

And in my view, this is essentially what the network's purpose should be: Making you all happy – whether by offering services and a framework, which stabilizes and enforces your client relationships and, thereby, providing you with the tools for a successful future or whether on a personal level enabling you to build and maintain personal relationships, which exceed the professional context we find ourselves in. So let's be a professional family, one that takes care of each other, believes in each other and is honest with each other!





BY JENS FOERDERER

A note from the chairman

But let's not be fooled: competition is fierce! The chairman of one of the biggest networks out there recently opened her speech by observing that looking at their members greeting each other felt like "seeing family members getting together". So being a great bunch of people is not a unique token that will guarantee our success.

For success, we need hard work – on a firm level and on a network level, especially considering the fact that our network is still a relatively young network.

We only just celebrated our ten year's anniversary (and, thanks to Valegis, what an AGM that was!). This celebration took place only 8 months ago. Ever since, the new Board barely rested as we knew that our members would want to hear of the progresses made at the next AGM. I would like to thank Nils Wiggingshaus, Horacio Ayuso and our "newbies" Søren Stig Langlække Hansen and Ryan Harrison for their efforts – it makes me proud to work side by side with them.

In addition, I would like to thank our Network Operating Officer, Alexia Colson-Duparchy, for her invaluable assistance during her first year of service. We knew that we had made the right choice hiring her consulting services right as she joined the Pangea team. With her endless enthusiasm, her drive, her ideas and her capacity to kindly remind us that we need to get our work done (while pointing us in the – we think – right direction) she is a great addition to the management team. We, from the Board, are very glad to have her by our side. We do hope we will be able to continue to fully benefit from her wide range of skills.

During my tenure as Chairman, I intend to focus on the following five principal objectives as we collectively strive to build on our strong and vibrant platform and implement further our mission:

1. Financial Plan

Immediately after the AGM in Amsterdam, the new Board started to analyze numbers, prior budgets and discussed a variety of ways to stabilize our financial situation, in order to allow us to achieve the goals and objectives set for the network. During this year's AGM, we will propose a new fee model which will enable us to stand tall in the future.

2. Understanding what's going on

We cannot improve further if we do not know how we are doing internally. It was, therefore, a priority for us to set up a referrals tracker system.

We are proud we did so prior to the AGM in India. We are glad to see that it has been used already - please make sure that you all keep using it - and we have already retrieved valuable data, which will enable us to make further progress. In addition, our Board Member in charge of the Practice Groups, Søren Stig Langlække Hansen and our Network Operating Officer, Alexia Colson-Duparchy, have been reaching out to the Practice Groups heads over the past few months in order to see where they stand understand and what needs they have.

On that basis, we will provide our Practice Groups with helpful knowledge and guidance at joint Practice Group meeting in London planned for early summer 2020. For more information about the Practice Groups, please jump to page 14.

3. Brand Awareness

We believe that the network must continue to increase brand awareness both internationally and on a local level. To create brand awareness internationally, we have been organizing a Meet & Greet at the Annual IBA Conference over the past two years. We were quite happy with the outcome and our plan is to continue to do so for another two years and then analyze what we have gotten out of this. Let's not forget that the best ambassadors to our network are our clients - and ourselves. So never stop promoting the network in your day-to-day business routine.

On a local level, the Board asked Alexia to contact all Business Development & Marketing teams in your firms in the near future in order to create links, make the network more present on a firm level and to identify synergies and opportunities for us all.

4. Expansion

It is our goal to further expand, but we do not want to grow for growth sake. It has to make sense and we want to grow smart. Of course there are some areas where we would like to have a member rather sooner than later (Canada and Scandinavia, for instance) but we will be patient. We must make sure that each new member will be a good fit for our network.

5. Tangible Member Benefits

We need to leverage the tremendous resources of our collective member firms in a manner that offers tangible benefits to each of our members. I consider it the Board's role to identify such resources and to enable other firms to benefit from it.

One idea that is lingering in my mind for quite a while now is to share our knowledge and experience pertaining to law firm management. We will continue to think about which framework would be the best to do so. Also, when it comes to future challenges of our member firms, talent retention is certainly paramount. I am convinced that Pangea Net could be of help and that the Pangea Next Generation Club (PNGC), built on the foundation laid by my predecessor Declan Cushley, will quickly become a valuable advantage for our members when competing with other firms in the race for talents. For more information about PNGC, see page 18.

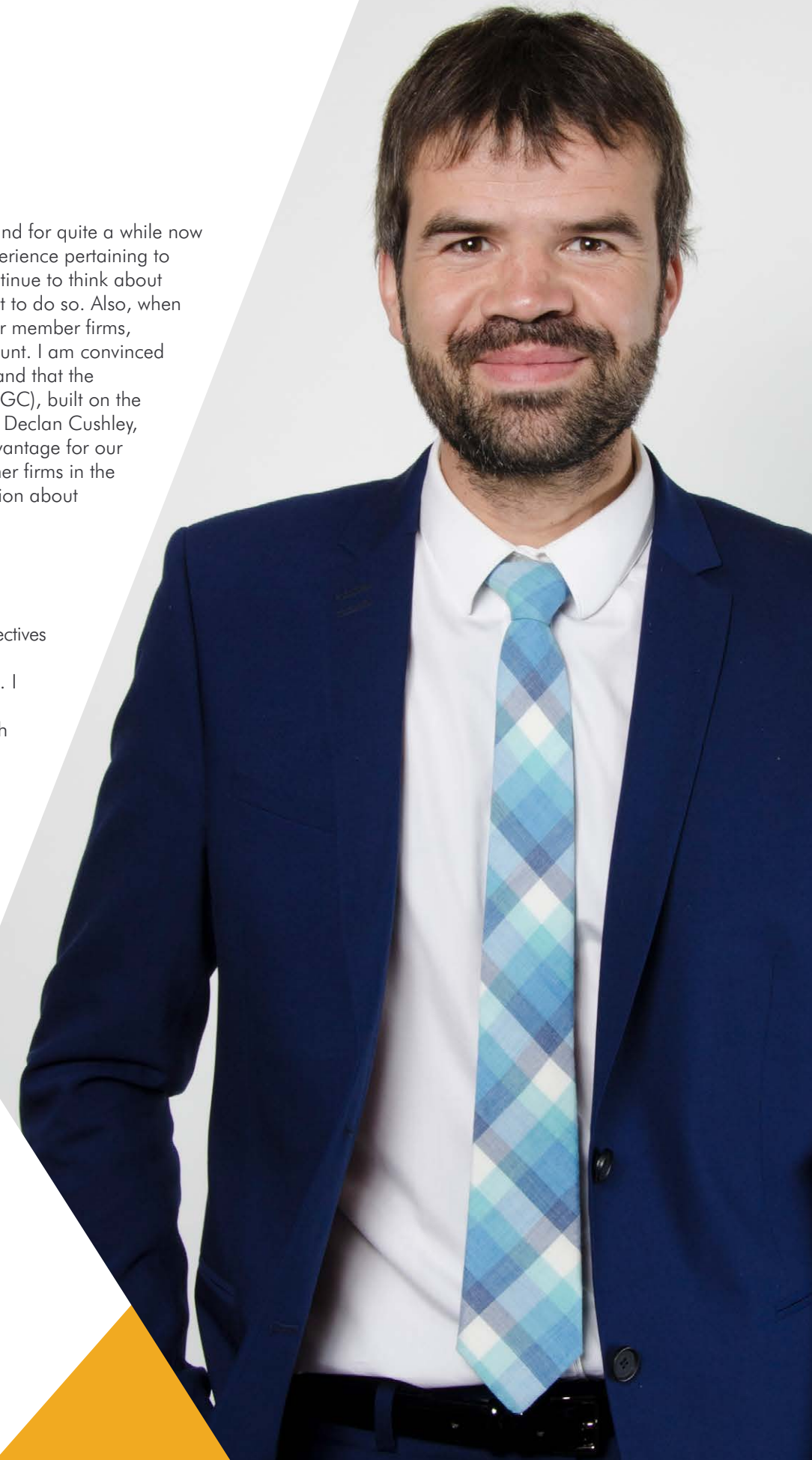
We will need your help on these key objectives and I look forward to working with you throughout the course of my mandate. I encourage you to reach out to me and other leadership within the network with your thoughts on how we can execute on these key objectives and improve the network in this fast-changing business environment in which we all operate.

Thank you for your trust in my leadership throughout the coming few years.

I wish you all a great year 2020 and a fantastic AGM in India. See you there!

Sincerely yours,

Jens,
CHAIRMAN & GLOBAL AMBASSADOR





BY NILS WIGGINGHAUS

The True Source Of Networking

Dear fellow network members,

Do you remember when you were first introduced to Pangea Net and you asked about the membership fees? You were most likely told that compared to other networks, they are neglectably low. And that the true cost of joining the network is the essential attendance of the AGMs.

And this has not changed since the very first days of Pangea Net. The AGM is and remains the most important event in the network's calendar. It is where we build what makes our network prosper: strong individual relationships amongst our lawyers. It is the true DNA of Pangea Net, which makes it so much more interesting and – in the medium to long term – more rewarding than other networks.

We want to maintain the mechanism whereby each year the AGM is hosted by a different member, providing said member with a first-rate spotlight on its firm, people, business and judicial particularities. AGMs have lead me to discover many countries, may it be Mexico, Turkey or this year, beautiful India. I have experienced - and I believe that many members will share the view - that this network offers us an unprecedented way to learn about each other's cultures, the importance of which cannot be stressed enough in a global economy where nationalism knocks on the doors of many of our countries.

As we are in the process of professionalizing our network, we are striving to compile a set of standards for future AGMs, which shall serve multiple purposes. We want to give each hosting firm a framework that can be used without having to reinvent the wheel every year in order to save efforts, keep costs to a minimum, and ensure that every member can truly be in a position to host an AGM. Such standards will not mean the uniformization of AGMs as each hosting firm is truly unique and will know how to create its own wonderful networking platform and a memorable experience for the attendees, within the framework.

Friends – I am looking forward very much to this year's AGM – and to all future AGMs of the network!

Yours,

Nils
DEPUTY CHAIRMAN & AGM DIRECTOR



AGM 2019 BEHIND-THE-SCENES

Memories from Amsterdam 2019



2020 Annual General Meeting



Thursday February 20th

- All day** Check-in at the Hotel Taj Mahal at 14:00 and collection of name tag and Welcome Pack from the Welcome Desk (lobby)
- 13:00** Practice Groups meeting (if applicable). Venue Diwan-E-Khas
- 15:00** Heads of Practice Groups meeting with Søren Stig Langlække Hansen. Corporate Center of the Taj Mahal Hotel (accessible by the stairs situated behind the cashier desk on the lobby level)
- 17:00** Pangea Next Generation Club meeting. Venue Diwan-E-Khas
- 18:30** Gathering in the lobby and departure by bus for Olive for welcome drinks followed by dinner. Dress code: smart casual (jeans with suit jacket allowed)
- 23:30** End of the program, bus transfer to the Hotel Taj Mahal

Friday February 21st

Members

- 08:00** Individual breakfast (from 07:00)
- 09:30** Start of the program at the Diwan-E-Aam Meeting Room. Dress code: business casual
- 12:30** Lunch at Varq (Taj Mahal Hotel) until 14:00
- 16:30** End of programme

Next Generation Club (Associates Lawyers)

- 07:00** Breakfast at Hotel Taj Mahal (from 07:00)
- 08:00** Gathering at the lobby for departure by bus for a manufacturing factory in Gurugram. Dress code: smart casual (jeans with suit jacket allowed)
- 09:30** Arrival at Factory. Tour of the factory with in-depth explanations on management and handling of manufacturing process from start to end

- 13:00** Lunch at Karim's Restaurant
- 14:30** Return to Hotel Taj Mahal by bus and attending the afternoon session of the AGM at the Diwan-E-Aam Meeting Room
- 16:30** End of programme

Spouses & Accompanying Persons

- 07:00** Breakfast at Hotel Taj Mahal (from 07:00)
- 08:00** Gathering in the lobby. Dress code: casual. Bus transfer to Akshardham Temple
- 10:45** Bus transfer to Taste Sutra for a hands-on cooking experience
- 13:00** Lunch at Taste Sutra
- 14:00** Visit of Delhi Haat ("Haat" means a village market in local language), where you will find Indian handicrafts made by rural artisans
- 16:00** End of programme

DID YOU KNOW?

Olive

Olive is a multi-award winning restaurant rated by Condé Nast Traveler US as one of the world's best restaurants

Varq

Varq is an award winning restaurant that purveys a modern Indian gourmet culinary experience and proudly displays priceless artwork, including a mural by renowned artist Anjolie Ela Menon as well as oil paintings, carvings and sculptures.

Akshardham Temple

Akshardham Temple is a Hindu temple, which is beautifully decorated with carved statues of dancers, deities, fauna, flora and others. This temple is built with Rajasthani sandstone (pink color) and Italian Carrara marble. This temple holds 234 pillars, 2000 deity statues, 9 domes and much more. The temple holds 148 life-size elephant statues that weigh a total of 3000 tons.

Next Part of the Program - For All Guests

- 16:30** Freshen up, change clothes. Dress code: business casual (no tie required)
- 18:00** Gathering in the lobby. Departure for Hotel Lodhi, with a drive through Indian President House & Parliament
- 19:00** Welcome drinks and dinner at Lodhi Hotel Lawns, which will be served by Indian Accent of renowned chef Manish Mehrotra.
- 23:00** Bus transfer back to Hotel Taj Mahal

Saturday February 22nd

Visit of Qutub Minar and departure to Agra

- 08:00** Breakfast at the Hotel Taj Mahal (from 07:00) and check-out
- 09:00** Gathering in the lobby. Dress code (daytime): casual. Please remember your badge and comfortable footwear. Departure to Qutub Minar
- 10:00** Arrival and guided tour of Qutub Minar
- 11:45** Departure to Hotel Taj Mahal for buffet lunch
- 14:00** Gathering in the lobby. Departure from Hotel Taj Mahal to Agra
- 18:30** Arrival at Hotel Jaypee Palace, Agra
- 19:30** Closing night dinner & party at Diwan-a-Aam Hall, Hotel Jaypee Palace. Dress code: smart casual (jeans with suit jacket allowed)
- 23:30** End of the program

Sunday February 23rd

Visit of The Taj Mahal, Agra and departure

- 05:30** Breakfast at Hotel Jaypee Palace
- 06:15** Gathering in the lobby. Dress code: casual. Departure for the Taj Mahal
- 10:30** Return to Hotel Jaypee Palace. Checkout
- 11:30** Lunch at Restaurant C'est Chine in Hotel Jaypee Palace
- 13:00** Gathering in the lobby and departure for New Delhi
- 18:00** Arriving in Hotel Taj Mahal, New Delhi. End of program

DID YOU KNOW?

Indian Accent

Indian Accent is listed as one of Asia's 50 Best Restaurants and was awarded the San Pellegrino Best Restaurant in India. Chef Manish Mehrotra has won several awards; He has been inducted into The Order of Escoffier Disciples and was nominated Master Chef India - Guest Chef.

Qutub Minar

Built in the 12th century AD, Qutub Minar is a 73-metre (239.5 feet) tall tapering tower which forms part of the Qutub complex. It is part of the UNESCO world heritage.

The Taj Mahal

One of the seven wonder of the world, the Taj Mahal is a universally admired masterpiece and India's pride. Built by order of the Mughal Emperor Shah Jahan between 1631 and 1648 in memory of his favourite wife, it is an immense mausoleum made of white marble.

C'est Chine

C'est Chine in Hotel Jaypee Palace is a renowned fine dining restaurant that serves authentic Chinese cuisine

SEPTEMBER 2019 - SEOUL, KOREA

Pangea @IBA Meet & Greet

Pangea Net hosted a great reception at the IBA 2019 that was held in Seoul, Korea in September 2019.

Various member firms, together with guests and prospective members, attended our Meet & Greet and were welcomed by the Network's Chairman Jens Foerderer (Wenner, France) and Vice Chairman Nils Wigglinghaus (Brandi, Germany).

« The network's true strength resides in the very real relationship that exists between our members. And the IBA is a great opportunity for them to meet in person again and share other connections that they have developed on the sideways in other jurisdictions », said Jens.

« Our AGM is the most important event of the network, together with the Pangea Practice Groups meetings, where lawyers from our members' meet their colleagues that operate in the same field of law. Our annual presence at the IBA adds an extra dimension for our members to meet and introduce other international firms, adding even more value to the quality of our membership », added Nils.



MIAMI 2020

Get ready for the
Pangea Meet & Greet @ IBA 2020
in Miami on 1-6 November 2020!

Contact Alexia at
info@pangea-net.org
for any information on the
Pangea event.



BUSINESS DEVELOPMENT

5 steps to make 2020 your best business year yet!

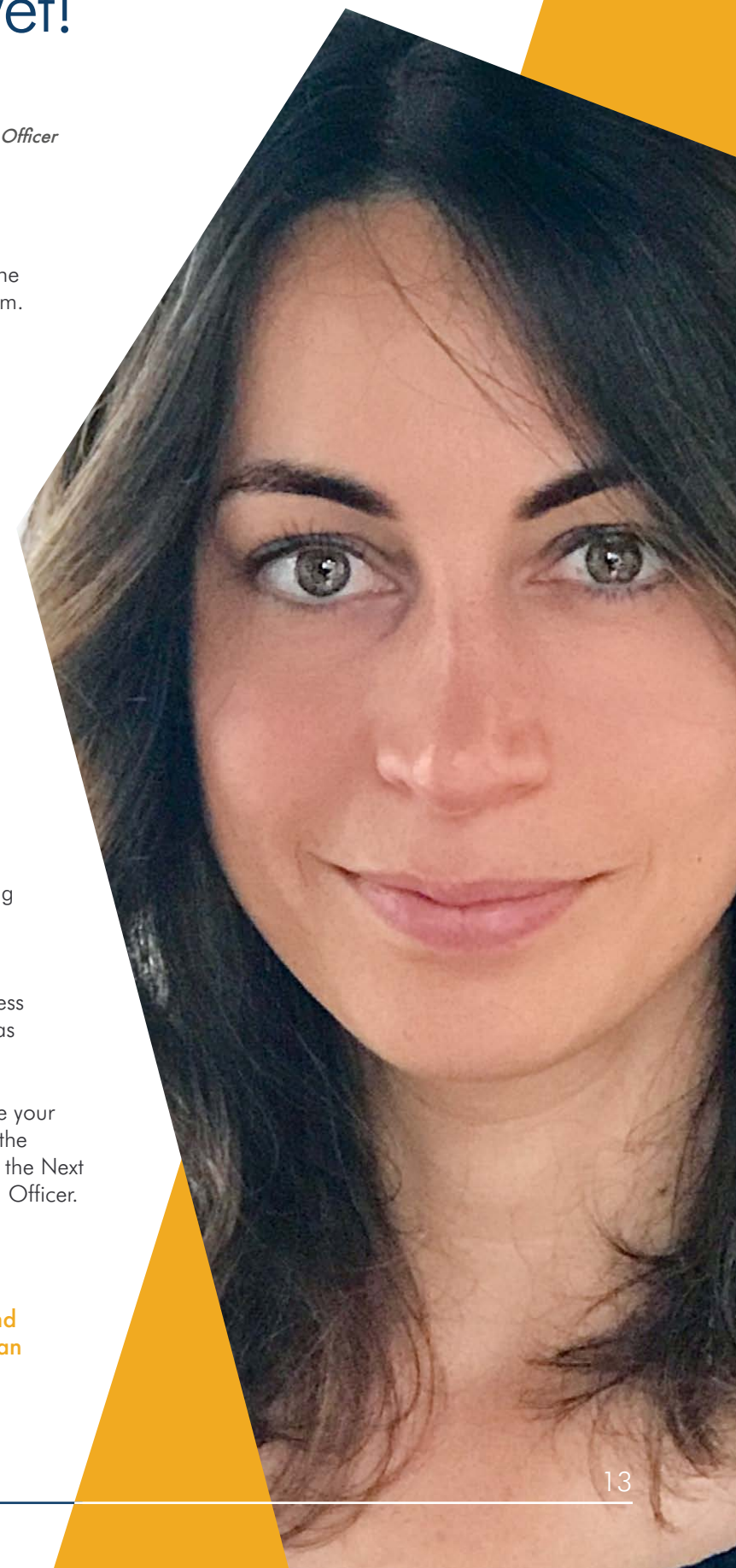
by Alexia Colson-Duparchy
Business Development consultant & Pangea Net Network Operating Officer

By now you and your colleagues would have a great plan for kicking 2020 out of the ballpark! One way to push it one notch further is to further integrate Pangea Net into your firm.

Here are some tips below to help you establish reachable goals - and keep the pace throughout the year.

- 1. Organize your year ahead and don't miss out** on networking opportunities! Have you marked the dates in your Firm's shared calendar for all of Pangea Net upcoming events?
- 2. Review and confirm** the current goals and objectives. Have you held a meeting with your colleagues in order to decide on which lawyers should attend the upcoming AGM, Practice Group meetings, Pangea Next Generation Club workshops and Pangea@IBA this year?
- 3. Get ready to report** quarterly (and mark your calendar!) all of your outbound/inbound referrals and collaborations, and to share your feedback on the quality of the work done, using the Pangea Net Tracking & Evaluation Tool.
- 4. Incorporate Pangea Net resources** into your firm's plans. Integrate them within your practice areas, business development and branding plans for the firm as early as possible in order to gain the most value and benefit.
- 5. Audit your membership** and review all areas where your firm could be gaining added inherent benefit by using the network provided by Pangea Net, the Practice Groups, the Next Generation Club, the Board or the Network Operating Officer.

Contact info@pangea-net.org for more information and an update on all Pangea Net news in order to best plan your year ahead.





INSIGHTS - PRACTICE GROUPS

Practice Groups: a sure way to make yourself known as a leader in your field

by Alexia Colson-Duparchy
Business Development consultant & Pangea Net Network Operating Officer

The Practice Groups have been set up in order to benefit our legal experts by providing a cross-border forum where they can share knowledge, discuss opportunities and collaborate with colleagues who possess similar interests and competence.

Engagement on a consistent basis is the key to bringing value to both yourself and your Pangea Net membership, as well as providing for a richer networking and learning environment. Active participation in our Practice Groups (calls, meetings, publications,...) not only adds value to your Firm's membership, but also benefits you personally by giving you a platform to establish yourself as an expert in your practice area.

Here are some ideas on how to strengthen your connection with other members, deepen the added value gained by belonging to a group, and jump-start your journey as a visible expert in your practice area:

1. Write and post to our Pangea Net LinkedIn page and/or Newsletter.

Writing a Practice Group post (short form) or article (long form) is a great way to highlight and promote specialized know-how and feedback in order to create thought-leadership and global recognition.

These posts are automatically distributed to Pangea Net members and posted on our public LinkedIn page where it can be read by existing and prospective clients and partners, allowing them to develop an intimate level of trust in you. Maybe you'll even take the lead and decide to create your own Practice Group LinkedIn page (as a sub-group to the Pangea one), publish a quarterly Practice Group e-newsletter (our on-brand template is available!) destined to your clients and fellow experts?

2. Start or participate in expert discussions.

Launching a debate about a specific topic or current issue, contribute in a meaningful manner and follow the discussion in real time as it develops are all great ways to engage in expert debates.

Maybe you'll notice that a topic is of interest to many of your colleagues and clients and will organize an online webinar or training course on the topic? All Practice Group members can easily take part in it without having to travel, thanks to available technology.

3. Share articles of interest.

Sharing an article that you or your firm published with your colleagues from the Practice Group is a great way to draw attention and drive conversation interests most important to you and your firm.

Include a paragraph or two about why you think the information is relevant or add a comment about « how I see it ».

For more information on joining or boosting your involvement in one of our practice groups, please contact Søren Stig Langlække Hansen at ssh@andersen-partners.dk



INSIGHTS - PRACTICE GROUPS

Practice Groups activity reports



Employment Practice Group

The Employment Law Practice Group continued its activity over the past year.

This year we met for the 7th time. The meeting was held on 14/15 November in Milan (Italy) at the offices of *Cocuzza e associati*. A special thank you goes also to Domenica, Stefania and Roberto for the organization of the meeting. Everyone enjoyed their hospitality.

Most of the available time was used to discuss our possibilities to develop the group/the network further. Alexia assisted the group by sharing via video conference some insight regarding other practice group's communication projects and by giving us some leads.

The attending members therefore decided that the private LinkedIn group of the employment practice group shall go public. All members of the group are invited to share any news (in print or video) within the group. The other members can then decide if they want to share the given information with his contacts/clients.

It was also agreed that the group will meet again in 2020. Our next meeting will take place either at the end of June 2020 in London (in the framework of a joint meeting of several practice groups, if such meeting will actually take place) or in autumn 2020 in Amsterdam - Many thanks to Reinier Wolters from VALEGIS for volunteering.

Corporate Practice Group

The Corporate Practice Group last met on 27 June 2019 at the Pangea AGM, which was attended by representatives from over a dozen jurisdictions. The meeting provided an opportunity for the Group to participate in a number of discussion points from sharing experiences of working together on recent multi-jurisdictional deals to how we can improve and utilize the marketing materials that have been generated by the Group.

Some of the key action points for the Group to take forward are for each member of the Group to prepare a firm summary to be used in marketing materials, which can be circulated via marketing channels and incorporated into pitch documents. The Group is also giving greater emphasis to promoting the key international deals and high profile transactions it undertakes. We are also looking to raise the profile of the group by producing relevant client focused materials and updates.

In terms of success stories, the Group has continued to work together on a number of multi-jurisdictional transactions such as advising PureGym, the UK's leading low cost gym operator, on its proposed acquisition of Fitness World, Denmark's leading low cost gym operator, where teams from Browne Jacobson LLP (UK), Babiacyk, Skrocki & Wspolnicy (Poland), Brandi Rechtsanwälte (Germany) and Probst Partner AG (Switzerland) all worked alongside each other.

The Group will meet again at the Pangea AGM in India on February 2020.



INSIGHTS - PRACTICE GROUPS

Practice Groups activity reports

International Arbitration Practice Group

The International Arbitration Practice Group was established at the 2019 AGM in Amsterdam. More than 30 colleagues immediately joined the group illustrating that international arbitration is an area where collaboration with colleagues is especially appropriate.

The main goal of the group will be to ensure that Pangea is recognized by our clients and other lawyers as an international network able to handle complex international arbitration cases.

To achieve this goal, we plan to participate in leading arbitration events as Pangea, write joint publications, exchange common practices, and market each other's successes.

The first common event will be the Hannover Dispute Resolution Day (27 February 2020), where lawyers from Brandi and Wenner will speak on the panel about developments in arbitration.

Another event will be organized during Paris Arbitration Week (30 March - 3 April 2020). Another event and/or group meeting could also take place during the 27th Willem C. Vis International Commercial Arbitration Moot (3 April - 9 April 2020) in Vienna.

We have set up a Whatsapp group for communication between the group members and we are considering creating a dedicated LinkedIn page to advertise cases and articles from members of the practice group. We are also thinking about a brochure that can be used to present the members in pitches for complex arbitrations.

From our discussion in the inaugural meeting it was evident that Africa is an extremely interesting geographical market for arbitration. Some members like KGA have already successfully represented clients in Africa in EUR 100 Million+ cases and this experience can help other Pangea members to make their clients familiar with the particularities of arbitration in Africa.

We look forward to meeting existing members of the International Arbitration practice group and other interested colleagues during this year's AGM in India.

Privacy, Information & Cyber Law Practice Group

As the youngest Pangea's Practice Group, we have been investing all our effort since then in transforming Practice Group in more continuously and effectively working body without losing the unique dynamic of the club of enthusiasts. We have never been a small club but we finally counted our members and got to almost 20 (one yet missing) experts from 14 jurisdictions forming 1 team. We hope we will welcome even more representatives of Pangea's members soon.

So how did we spend our Practice Group time before this AGM? Besides email correspondence, we hold two important meetings – the first one during AGM in Amsterdam, where we agreed upon and widen the scope of Practice Group's expertise and interest, which change is reflected by the new official name of the Practice Group – Privacy, Information & Cyber Law.

The second meeting took place recently in Zurich after online exchange of opinions within the Practice Group following preparative work of the board of delegates on Practice Group's business presentation. We invited Alexia to join us and help us. During the successful meeting we prepared structure and materials for our brochure to present the Practice Group and on the schedule, themes and structure of newsletter we would like to bring to life in year 2020. We also spent quite good time together and agreed that we want to form a strong team to assist our client to navigate their business through dynamic waters of legal regulation of actual and upcoming phenomena of modern world's business.

Being loyal to our dynamics, we have set out an ambitious list of objectives for the year 2020. We are going to finish our brochure in the first quarter of the year and later to issue 2 volumes of our new newsletter. We are going to have also a shared disc, where we are about to collect content for our newsletter and for cross-border recycling and use.

Real Estate Practice Group

During the 2019 AGM in Amsterdam, seven members from our Practice Group, that has so far 16 members, volunteered to prepare a handout in which the group and the contents it covers are presented in more details. It will offer insights regarding Retail/Commercial Leases and Property Development. Members from the Practice Group will use this user-friendly handout as a platform where to share their legal inputs and share relevant elements regarding their respective jurisdictions.

Our group will next meet in Milan, Italy where our colleague Stefania Sansò from Cocuzza & Associati has offered to organise our meeting.



INTERVIEW

Pangea Next Generation Club

An interview with Jens Förderer, Chairman of Pangea Net, and Dick van Deventer, Head of the PNGC.

Alexia: « Hi Dick and Jens. The PNGC, Pangea's Next Generation Club, is now formerly open to all associates from our Member firms. Where does this idea come from? »

Jens: « It all started off with our former Chairman's assertion that we did not have enough of the next generation of lawyers represented at our AGMs. He aimed at a greater engagement from junior lawyers and at establishing an initiative to shape the next generation of Pangea Net members. The senior associates workshop carried out in London in 2018 was the first step and the junior program at last year's AGM the second step, and both events were a success. The Board decided to build on that momentum and to look for more permanent ways to involve this group of lawyers in the life of our network. The idea for Pangea's Next Generation Club was born. And without the enthusiasm demonstrated by Dick van Deventer and Tim van der Maas, this would not have been possible. »

Dick: « Thanks Jens! I agree that the Juniors program at last year's AGM was very successful and very well received by all participants. Thanks to both the training workshop on mastering our presence on LinkedIn and the more informal exploration of the Heineken Brewery, relationships between Pangea's less senior lawyers were established and strengthened. our objectives and means differ as well. I consider it to be my and the Board's mission to mend all these differences and to convert them into positive vibes and growth potential for us all. Given our "differences", serving all member firms and meeting all your demands equally is probably one of the biggest challenges we are confronted with. »

Alexia: « Dick, referring to Simon Sinek "Start with Why", tell us: what is the Next Generation Club's "why"? »

Dick: « Since I have been a part of Pangea, so for a few years now, I have noticed that this network always has an eye toward the future and is very much aware of the value of long term relationships. I share the core value of Pangea i.e. that authentic relationships make for the highest quality work. The network is committed to ensuring that its members really get to know and understand each other, and I see that PNGC can bring a huge contribution toward this goal. I believe that the existing, solid and valuable relationships between our lawyers can be strengthened further if the new generation is made more aware of Pangea's added value, if they can experience it for themselves in a very accessible manner, and if they create their own ways of getting hold of each other in order to benefit from each other's expertise.

This could eventually lead to a boost of the entrepreneurial spirit: creating and strengthening relationships implies breaking down the barriers. I am very happy to see that Valegis supports this view on how the network could work, partly by providing all their lawyers with the opportunity to attend the several meetings, including Practice groups, that take place within Pangea. »

Alexia: « How do you see the Next Generation Club operate? »

Dick: « It all starts with getting together, both digitally (e.g. using Zoom for free conference calls) as in person somewhere central. We will share know-how, lessons learned and contacts and create our own easily accessible e-toolbox using Dropbox, Google docs and our own LinkedIn sub-group. When we meet live, we will set up a program with expert workshops in order to develop new business development and practice skills (e.g. how to build a strong client base) and to explore new developments in the legal world. It goes without saying that having social events in addition thereto will contribute to PNGC's objective. During my time at Bird & Bird LLP, with many offices across the world, I have seen the importance of getting together on a regular basis, such as during the annual European soccer tournament!

Alexia: « So you will kick-off the PNGC at this year's AGM in India. What's next? »

Jens: « It's up to the PNGC members to make a case for what they want to achieve and present it to the Board. In any case, they will have to get imaginative and scrappy, for they are aware that they are on a slim budget. It would be great if the PNGC could have its first social event any time this year. But nothing is planned yet. »

Dick: « Well, first of all, we are looking so much forward to India. Pankaj and his team have created a great program, both from a business and cultural perspective. Our Kick-off meeting there will be the perfect opportunity to come up with the action items required to implement our objectives and quickly become an asset to Pangea.

Of course the PNGC is not restricted to the associates who will attend this year's AGM. And it's my role to make sure that everybody that wants to be part of this can join us. And Jens is correct: our plan is to have a first live PNGC meeting in the course of 2020. »





INSIGHTS - SPOTLIGHT

Spotlight Firm: Probst



«If you want to go fast, go alone, if you want to go far, go together» (African proverb)

The origins of « Probst Partner AG » lie in an attic in Winterthur in 1995.

Franz Probst, then 40 years old, had just left behind the hustle and bustle of one of the biggest law firms in Zurich and decided to venture out into economic independence by setting up his own practice. Since then, many employees have joined (some have become partners), many clients have been acquired, and countless hours have been worked. Today, Probst Partner AG has expanded its office space, increased its workforce and come of age.

That we have become a reputed law firm, known in Winterthur, Zurich and throughout Switzerland, need not be said. Let's look behind the scene and turn the spotlight on the values and principles which guide us

1. Collective Leadership, Flat Hierarchies, Diversity & Respect

The backbone of Probst Partner AG is a partnership, consisting today of six equal partners. Besides doing case-work, each partner actively participates in the firm's continuing development. The firm benefits from each member's different background, experience and expertise.

We want to maintain this diversity - yes, we still have work to do on the gender aspect - as it generates better outcomes for our business and our work as legal practitioners. Georg Weber, for example, « doing it his way » (as he did in Amsterdam at the 2019 Pangea AGM), provides food for thought to his partners on strategic matters. Roy Levy, recognized by « Who's Who Legal 2019 » as leading expert for sports law and certified employment lawyer, ensures impeccable employment policies, and Franz weighs in with his three decades of experience, stamina and sense of humour.

The platforms bringing the partners together on a regular basis are partner lunches, partner meetings, seminars as well as occasional outings for pleasure. This builds trust, enhances cooperation, creates a sense of joint purpose, and helps when challenges require quick and effective action.

2. Joint Work & Individual Excellence

We believe that working together brings added value for our clients. And it also enables us to successfully handle complex and large cases. From managing multiparty/jurisdictional litigation with over USD 600 million at stake, to closing M&A transactions for SMEs or dealing with procurement matters for government and the private sector, the structure of Probst Partner AG as a joint-stock company allows us to deploy our team members as and when required (and we do, of course, « go the extra mile » for our clients).

For us, working jointly on cases is not as much about numbers as it is about brains. So we make every effort to hire the best brains. And to retain them, we engage in internal and external continued education and training, make every effort to ensure an interesting and conducive working environment, and tie compensation to joint as well as individual achievement. In return, we get excellence in legal skills, creativity, out-of-the box thinking, ethical behaviour and an ap-proach which puts clients' interests first.

We embrace what we get from our team members. Christoph D. Studer, for example, is a national champion in professional liability law, Stefan Weber and Max Naegeli are at their best when challenged with international corporate and tax structures, and Julia Bhend is persistent and thorough when it comes to public procurement (she is recognized as one of Switzerland's best lawyers in this field), data protection, IT and technology law. In hot pursuit is Kaj Seidl-Nussbaumer who is, despite his young age, already well recognized by start-ups and technology companies as a legal force to be reckoned with when it comes to IT, technology and data protection matters. And joining this league soon is our « fresher », Claudia Marti, who is about to finish her thesis on an intricate topic of copyright law and will reinforce the IP practice spearheaded by Michael Widmer and Franz Probst.

Sharing our knowledge with others helps us to keep abreast and promotes the firm. All lawyers conduct seminars at clients or teach students and professionals, and Michael Widmer, Oliver Fritschi and Julia Bhend pursue regular teaching engagements at reputed universities in Switzerland. Moreover, our recurring workshops on legal topics of interest under the brand « Lunch and Law » have become well known. We have conducted these workshops in Winterthur, Zurich and Bern.

QUICK FACTS

Office locations: **Winterthur and Zurich**

Founded: **1995**

Number of attorneys: **13**

Number of administrative staff: **5**

Apprentice in administration: **1**

Interns: **1**

Languages:
German, English, French, Italian, Spanish, Hebrew, Norwegian, Albanian, Bosnian



Spotlight Firm: Probst

3. Investing in our Future

Besides following a systematic approach to hiring external talent, Probst Partner AG invests in its future by providing training opportunities for law students, prospective lawyers and administrative staff. We offer flexible trainee positions allowing students to « sniff » law office air, we provide internships for exposing graduates to the challenges of legal practice and, like Alexandra Williams Winter, helping them prepare for the bar exam.

And we take great pride in being a host company for 3-year commercial apprenticeships. Having received her diploma as commerce professional, Hylja Ismaili chose to stay with us and continue her education to become a paralegal. While Hylja will graduate shortly, our new apprentice, Sefija Dzaferi, is already successfully tackling a portfolio of administrative matters. She keeps track of our cash, helps other firm members prepare presentations and deal with their IT equipment, and supports our office manager, Annette Williams, and our senior assistants, Daniela Imholz and Nathalie Wydler, in managing their challenging daily workload and ensuring that Probst Partner AG runs like a clockwork so that the lawyers are not absorbed by administrative matters and can focus on clocking billing hours.

What makes us successful?

We derive gratification and strength from our work, and we believe that our clients and partners feel and appreciate this. Putting ourselves in our clients' shoes, we understand our work not just as offering legal expertise « per se ». Taking the « helicopter view », understanding the commercial implications of the solutions we propose, making workable recommendations in an understandable language and form, is at the heart of our success according to the feedback from clients and partners. More often than not, our lawyers become sparring partners of a client's team for all legal issues, and in 2019, for the second consecutive year, Probst Partner AG has been nominated as a « Top Law Firm » based on surveys by reputed Swiss business magazines.

We also see that clients appreciate lawyers who treat them as partners, maintain a sense of modesty and charge reasonable fees. Similarly, engaging in pro bono work or occasionally working at a reduced rate brings us much goodwill (and intriguing cases which otherwise would not have landed on our desks).

And then there is PANGEA

With its tiny home market of 8 million, the Swiss industry is heavily export oriented. One half of every Swiss Franc is earned outside of Switzerland, and in many countries including the USA, the combined investment by the Swiss private sector makes Switzerland rank among the 10 largest foreign investors. Machinery, precision instruments and equipment, pharmaceuticals, luxury goods and foodstuffs are among the top exports. Working for such export oriented clients requires us to be able to draw on a strong international network. Hence, we value Pangea and have high expectations in its further development and growth so that we can promote our services through the network's member firms to where our clients are.

25 Years and Beyond...

This year, we celebrate our 25th anniversary. We have left the « attic » of our name giving partner and become a business providing high quality services to a wide range of companies, not-for-profit entities, entrepreneurs, private clients and public sector institutions. While we will celebrate with a number of large and small events throughout the year, Pangea's AGM in India is a highlight for us. Given our longstanding India-related practice, the partners have decided to combine this year's AGM with a trip through Rajasthan and Karnataka, together with their spouses. India's colours, diversity and manifold challenges appropriately symbolize the 25 years of lawyering that are behind us, and they will surely inspire us to successfully tackle the next 25 years of Probst Partner AG.



KEYS CONTACTS

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Lic. iur. Roy Levy, FIFA Master

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SAVE THE DATES

Practice Groups Day
London, 27 June 2020

Pangea @ IBA
Miami, 1-6 November 2020

AGM 2021
Poznan, June 2021



PANGEANET
INTERNATIONAL NETWORK OF INDEPENDENT LAW FIRMS