



# PANGEA NET

International Network of Independent Law Firms



## Pangea Net Annual Report **2017/18**

[www.pangea-net.org](http://www.pangea-net.org)

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## Memories from Mexico City 2017

PANGEA NET  
International Network of Independent Law Firms



# Chairman's remarks

## Dear Members

I can't believe a year has already gone by since the incredible conference in Mexico. Cayad did a wonderful job of hosting and I look forward to seeing if Wenner and KGA can top their efforts this year!

It has also been a year since I stepped into the shoes vacated by our previous esteemed leader, Peter Guattery, and became Chair of the network. These are indeed large shoes to fill and I am immensely grateful for the support I have received so far from the rest of the Board, which of course includes our new board members Nils Wigglinghaus and Horacio Ayuso. As you may know, I have also had a period of absence this year due to illness. Both the board and our new administrator, Sam Whittingham, have been incredibly supportive of me during this time and I would like to use this opportunity to thank them for their assistance. It made me feel far more secure while I was off to know that the network was left in such safe hands!

When stepping up to this role I identified several key aims for my tenure as chairman. To summarise, these are to continue to professionalise the network, entrench and strengthen the Pangea brand and to do all that we can to ensure we rigorously maintain a high standard of quality across the network on work referred.

This past year has been one of looking inward for Pangea Net and assessing the ways in which we can improve and strengthen the network. In particular, the board has been focussed on exploring cross-jurisdictional business development opportunities and increasing referrals between member firms. In many ways we consider this to be the key to ensuring the future of the network and we would like to encourage you to come to us if you have any suggestions on how we can achieve this.

Another area in which we identified a gap in our current offering as a network was at the senior associate level of our firms.

While partners at our firms participate in practice groups and attend the AGM, and junior lawyers can undertake secondments, we recognised that we were lacking opportunities in that middle qualification level. It is our belief that Pangea Net should be engaged at every level of each member firm in order to secure the bonds that we have enjoyed going into the future generations of our network. In order to address this, we held our inaugural Senior Associate Workshop in April.

I understand that this workshop was a great success and we will be looking to try and make this a regular addition to the Pangea yearly calendar. We think that initiatives such as this will support our goal of securing the future of the network and we hope to expand our offering in this regard in years to come.

I also continue to be excited by our practice groups, which are developing to meet the demands of our members and almost seem to have taken on a life of their own! This will be encouraged in years to come and those in the practice groups should feed back to us if there is any way in which we can support opportunities that arise in your collaborations.

In terms of expanding our ranks further, I feel that we now have a better grasp on what we need to achieve in order to attract a number of new firms in key jurisdictions and I expect to have several announcements to make at our AGM this time next year.

We are also currently reflecting on the brand of our network and whether it needs to adapt to how Pangea Net has evolved over the past few years. We are interested to hear from members about how you would like the brand to work for you. In particular, we would be grateful for your input on what you think your clients are looking for from an international legal service and what other law firms in jurisdictions in which we currently do not have member firms would like to see. We look forward to catching up with you about this at the AGM this year.

You may have noticed that this address has been very much focussed on legacy and how Pangea Net moves into the future. This is timely in the context of next year being Pangea Net's ten year anniversary. Looking back on the past nine years of the network I can't believe how far we have come from that initial meeting at a pub in London.

We will be looking to mark this occasion with a special event and will be in touch later in the year about this. This is not a time to rest on nostalgia however, and I know that together we will continue to expand, generate business and strengthen the bonds between us in new and exciting ways.

For now I hope you enjoy reading this annual report which, as ever, serves to provide you with an update on the activities of the network during the year. I know I speak on behalf of the entire board when I say we are looking forward to having a catch up with you all at the AGM this year and, hopefully, at many subsequent AGMs for years to come!

**All the very best,  
Declan**

Chair and board member responsible for  
marketing and communications



# Meet the new board

## Declan Cushley - Browne Jacobson, England

### Chair and board member responsible for Marketing and Communications

Declan is a founding member of Pangea Net and has been on the board since its inception. Declan leads the IP and Commercial Group at Browne Jacobson. In the course of his practice Declan advises clients on a variety of brand and intellectual property issues.

Declan's responsibilities on the Pangea Net board include establishing an overall strategy for the network, leading board meetings and circulating updates arising from each of the board meetings. Declan is also responsible for preparing the annual report.

This year, Declan has been particularly focussed on preparing an interactive PDF which can be used as both a marketing tool for the network when looking to attract new members and also as a document which can be presented by member firms to clients.



## Jens Förderer - Wenner, France

### Board member responsible for business development strategy

Jens has been a Pangea Net board member for a number of years now and is one of our hosts for the AGM this year. At Wenner, Jens advises primarily on general corporate queries, mergers and acquisitions and corporate and project finance.

As the board member responsible for business development strategy, Jens is exploring new ways to generate referrals across the network, boost the network's reputation in the legal sector and market the network to international businesses.

Jens is also responsible for monitoring practice group activity and supporting the practice group heads where necessary.



## Dr. Nils Wigglinghaus - BRANDI, Germany (Rechtsanwälte)

### Board member responsible for quality control and member satisfaction

Nils joined the board last year, filling the position formerly occupied by Franz Tepper. Nils specialises in corporate law, is a certified notary in Germany and has a large international element to his practice. He has spent a great deal of time in the business development of BRANDI serving on its management board for many years.

In his role on the board, Nils is responsible for collecting feedback on work referred within the network and identifying areas of improvement for individual firms and the network as a whole.



## Horacio Ayuso Villaseñor - Cacino Ayuso Abogados ("Cayad"), Mexico

### Board member responsible for membership expansion

Horacio is another new addition to the board this year following his successful tenure as host of the 2017 AGM. Horacio has been hard at work over the past year developing a strategy for further network expansion into the key regions of Central and South America, Scandinavia and Australasia.

Horacio is also responsible for responding to the membership requests that come in through the website. Horacio is a founding partner of Cayad and specialises in commercial law, including work in the corporate law, venture capital and real estate space.



## Georg Weber - Probst Partner AG, Switzerland

### Network treasurer

Georg has served as Pangea's treasurer since the network's formation and continues to manage the network's finances. Georg has been asked to remain on the board for an extra year in order to ease the transition of the treasurer role to Ryan Harrison, who will take over this position permanently at the 2019 AGM. Georg typically advises clients on construction, real estate, corporate and insolvency law.



## Sam Whittingham - Browne Jacobson, England

### Network administrator

Sam Whittingham has taken on the responsibility of the Network Administrator role which was previously occupied by Ryan Harrison and Dave Holt. Sam is also a commercial solicitor who works in Browne Jacobson's London office.



# Looking forward to **Paris 2018**

For the past year Wenner and KGA have been working hard to put plans in place for this year's annual conference which is being hosted in Paris between 21 - 24 June. The host firms have set out an impressive programme for both conference delegates and their partners and we look forward to seeing as many of you there as possible.

The theme of the AGM this year is **Challenges and Opportunities**. Challenges can arise in many forms in business, whether that be in the guise of state regulation, new technology usurping established practices or even changes and growth within your own organisation. It is important to consider the ways in which your organisations can take these challenges and use them to reassess the way you work and to identify the opportunities these developments present to the way we do business.

We have lined up three exciting speakers to explore this theme and we look forward to learning from them in Paris. The speakers are:



**Gabrielle Patrick**



**Barry MacMahon**



**Pierre Moscovici**

Gabrielle Patrick and Barry MacMahon, CEO and CTO respectively of Knabu.me. Gabrielle was the co-author of "Rule of Law Versus Rule of Code: A Blockchain-Driven Legal World"

Pierre Moscovici, the European Commissioner for Economic and Financial Affairs, Taxation and Customs



## AGM agenda\*

### JUNE 21 THURSDAY

**12pm:** Meeting of the board and the practice group heads

**As of 3pm:** Check in at Hôtel Les Jardins du Marais

**7pm:** Welcome party at KGA offices

**5pm:** End of AGM

**7 to 11pm:** Boat cruise on the Seine

### JUNE 22 FRIDAY

**9.30am:** Beginning of the AGM including chairman's remarks, presentations from board members, the Spotlight Firm presentation and viewing of the 2017 AGM video.

**12:30 to 2:30pm:** Lunch break

**2:30pm:** Introduction to the topic

**3pm:** Presentations from Gabrielle Patrick and Barry MacMahon followed by discussions on the topics amongst members.

**4pm:** Presentation from Pierre Moscovici followed by discussions on the topics amongst members.

### JUNE 23 SATURDAY

**Free time morning / early afternoon**

**2:30pm:** Guided tour through the Marais

**7pm:** Dinner at the Musée d'Art et d'Histoire du Judaïsme

### JUNE 24 SUNDAY

**Check out at 12:00**

\*Timings are subject to slight variations

# An update from the practice groups

## Corporate Law practice group

The Corporate Law Practice Group has made significant progress over the last year and held its annual meeting at offices of Stratulat Albulescu in Bucharest in April 2018. Silviu Stratulat and his colleagues were excellent hosts, and laid on an engaging agenda for the meeting which was attended by representatives from 10 different jurisdictions (Czech Republic, England, France, Germany, the Netherlands, Poland, Romania, Switzerland, Turkey and the USA).

Ahead of the meeting work had been done to produce an electronic brochure which could be used in presenting the network to clients requiring support on corporate transactional matters. The brochure, produced as a "Turtl" interactive document, includes case studies and client testimonials and should provide great evidence of the ability of the network to support international M&A transactions and reinforce the strong relationships which exist between the member firms. The document will be circulated to all members in due course but if you would like to view it before then please contact Richard Cox at Browne Jacobson.

Those attending the practice group meeting provided updates on how their corporate practice groups had developed over the last year, with many of the firms reporting very active transactional markets and expansion of their teams, with some great examples of member firms supporting each other on deals.

The US representatives led a very useful session discussing variations in international deal practice based on ABA deal studies. It is clear that whilst the structure of M&A transactions is similar across the network, there are a number of variances in practice and that understanding those key differences allow member firms to give better advice to their clients.

Our hosts had also secured some fascinating external speakers.

Lucian Dumbravieanu from the European Bank for Reconstruction and Development (EBRD) gave us an in depth overview of the role of the bank in transitioning its area of operation to functional economies, and updated specifically on the M&A market in Romania. Marius Dan from Franklin Templeton expanded on the opportunities which exist in the Romanian economy, with a highly informative session which included details of the availability of private equity to fund transactions in the region, and the impact of the Fondul Proprietatea, the fund established by the Romanian Government to provide restitution for owners of property assumed by the Romanian state during the Communist regime.

We were also treated to a highly interesting presentation from two young Romanian entrepreneurs on blockchain technology and cryptocurrencies which served to strongly reinforce the knowledge base of the attendees on the opportunities and risks associated with these new developments.

Following the production of the Turtl document the corporate practice group will continue to work together to look for opportunities to develop their offering and to present as a single, unified solution to international client requirements for M&A transactions.

In terms of business development in the practice group, in October 2017 a Chinese delegation visited BRANDI in Guetersloh, interested in learning more about the European corporate legal market. Aside from Germany and the EU in general, the delegation was interested to learn more about markets in France, Netherlands, Switzerland and Denmark. Naturally BRANDI used this as an opportunity to introduce their network members in these specific jurisdictions and let them introduce themselves to the Chinese delegation. This is a good example of the cross selling opportunities the practice group can provide

for member firms from a business development perspective:

**Update provided by Richard Cox (Browne Jacobson LLP) and Nils Wiggingshaus (BRANDI)**

## Employment Law practice group

The fourth meeting of the Employment Law Practice Group was held on 12th – 13th October 2017 in Prague. It was hosted by UEPA advokáti s.r.o and organised by Petra Kutková and Andreas Ueltzhöffer. The meeting was attended by lawyers from 16 jurisdictions.

The main purpose of the meeting was to encourage discussion between the members in relation to each other's portfolio of clients. The topics of the meeting were chosen with regard to this matter.

The first day of the meeting was focused on GDPR; a topic that is being discussed more and more in the employment law sector in the lead in to implementation on 25th May 2018.

A presentation concerning GDPR (including an employment law case study) was led by Tomáš Mudra (UEPA). The presentation was followed by discussion, during which attendees shared their practical experiences with GDPR matters.

UEPA then reported on the progress of the preparation of the group's commoditisation product, "HR Core Project", in the Czech Republic. The project was first proposed by Browne Jacobson in January 2017 during the Pangea Net Employment Group Meeting in London.

The concept behind the project is to combine legal services in the employment law sector, payroll services and HR consulting into one package to be offered to clients.

On the second day the guest speaker, Dr. Georg Jaster, presented to the attendees about his experiences with cross-border employment law matters.

The presentation led to an interesting discussion among the attendees following which there was a decision to produce country specific FAQs regarding "entering labour markets in each Pangea Net country".

The meeting ended up with so called "Speed dating" - a face to face discussion between each of the attendees about the possibilities of developing their mutual cooperation in reference to their client portfolio and other opportunities to come up with joint offers for clients. Last, but not least, Petra and Andreas arranged a lovely evening in Prague (which was as stunningly beautiful as usual!) with typical Czech food.

Aside from the practice group meeting, Uwe Augustin (WENNER), Anna Mertinz and Nikolay Belokonski (both KWR) attended BRANDI's client seminar on employment law topics and used the opportunity to meet BRANDI clients. The next Employment Group Meeting will be hosted by Claus Guldager of Andersen Partners in Kolding (Denmark) in October 2018. Claus and his team are currently working on the topics and it is intended that the meeting will include the opportunity to meet (potential) Danish clients.

**Update provided by Andrea Pirscher (BRANDI Rechtsanwälte), Uwe Augustin (Wenner Avocats), Claus Guldager (Andersen Partners) and Dita Přikrylová (UEPA)**





## Commercial Law practice group

The inaugural meeting of the Commercial Law Practice Group was held at BRANDI's office in Gütersloh, Germany on 19 and 20 October 2017.

Sörren Kiene and Birgit Jaenicke did an excellent job of hosting the event, attracting the following additional delegates: Ryan Harrison (Browne Jacobson), Cristiana Fernbach (Stratulat Albulescu), Patrizio Cataldo (Cocuzza), Oliver Fritschi (Probst Partner), Lucie Hladenova (UEPA), Jean-François Davene (Wenner), Martin Riedel (Wenner), and Ebru Şentürk (Bagatur).

The initial meeting was a huge success, with the 'business' part of the day focused on each of the members sharing their perspective on how the EU's Commercial Agents Directive (EU Directive 86/653/EEC) has been implemented differently in each of the Member States. Although quite academic, this is a key issue for many of our clients operating internationally, particularly for those seeking to enter new markets by appointing local sales agents and distributors.

What was clear from the meeting was just how much expert knowledge each of the participants has in this area, something which will certainly be valuable in providing a joined-up solution to advising clients on their international commercial arrangements.

Following the meeting, each of the participants circulated a helpful summary of the key issues to consider when appointing agents or distributors in

each country, with other members in the network also contributing to this. The meeting has already resulted in a wider cooperation between network firms, with a number of referrals having already taken place.

Given the inherently international nature of commercial transactions, we are confident that the Commercial Practice Group will be central to the ongoing success of the Pangea network.

The Commercial Practice Group plans to organise a second meeting for October this year. Please feel free to contact me if you are interested in attending ([ryan.harrison@brownejacobson.com](mailto:ryan.harrison@brownejacobson.com)).

**Update provided by Ryan Harrison (Browne Jacobson LLP)**

## Intellectual Property practice group

The intellectual property practice group did not hold a meeting this year, however planning is underway for a meeting which is to be held in the summer. The current idea is to organise this meeting so that it coincides with an external event in the wider IP community so that Pangea delegates have the opportunity to network as a group.

## Data Protection practice group

Due to the great interest of most of the European PANGEA Colleagues in the new General Data Protection Regulation (GDPR), UEPA organized a meeting of PANGEA NET members on November 29, 2017 in Prague, dedicated exclusively to this issue.

This was not a standard working group meeting but was instead an ad hoc initiative proposed by UEPA in order to promote the exchange of experience and to strengthen informal cooperation between partner law firms.

A total of 15 lawyers from PANGEA NET were involved in the discussion, of which 6 took the opportunity to participate in this meeting via videoconference. Several countries were represented at the meeting, among them the Czech Republic, France, Germany, Italy, Switzerland, the Netherlands, Austria, Bulgaria, Spain and Poland.

The meeting was commenced by Lucie Hladěnová and Tomáš Mudra from UEPA who outlined the scope of changes brought by the GDPR to the processing of personal data in the Czech Republic. Following this introduction, other participants contributed to the discussion. It became clear from this debate that the new legislation will extensively change the legal environment in most of the different jurisdictions in comparison with the scope of existing legal regulations in the respective countries.

The main part of the morning was dedicated to a presentation by Lucie Hladěnová and Tomáš Mudra on the topic of "GDPR Project Management", in which they discussed their own concept of GDPR implementation in the Czech Republic.

In the second part of the meeting, the group discussed the possibilities of communication with clients regarding the GDPR and its implementation. It was particularly interesting to compare the extent to which the official authorities in each country are active in supporting private sector in the GDPR implementation process.

One of the aims of the meeting was to establish cooperation in the submission of joint offers of GDPR implementation within PANGEA NET for clients operating internationally. The participants discussed the extent of the need for such a service and possibilities for cooperation in their respective countries. It was decided that preparing joint proposals for clients might improve their ability to get more work from this "new" European data protection market.



In this context, the participants agreed that it would be advisable to create a guide on the GDPR, which would also help partner law firms outside of the EU (USA, China, etc.) to advise their clients in case of processing personal data of EU citizens. Looking ahead, the attendees at the meeting agreed upon the creation of a shared database of selected legal sentences from national court decisions that could be used by partner law firms in their data protection practice. For this purpose, BRANDI offered their own cloud platform.

At the end of the meeting Tomáš Mudra, who is a member of the working group on data protection legislation advising the Czech Government, prepared a short presentation on the topic of "IT Aspects of GDPR", in which he highlighted the generally challenging aspects of GDPR for the IT sector in respect of personal data processing and storage.

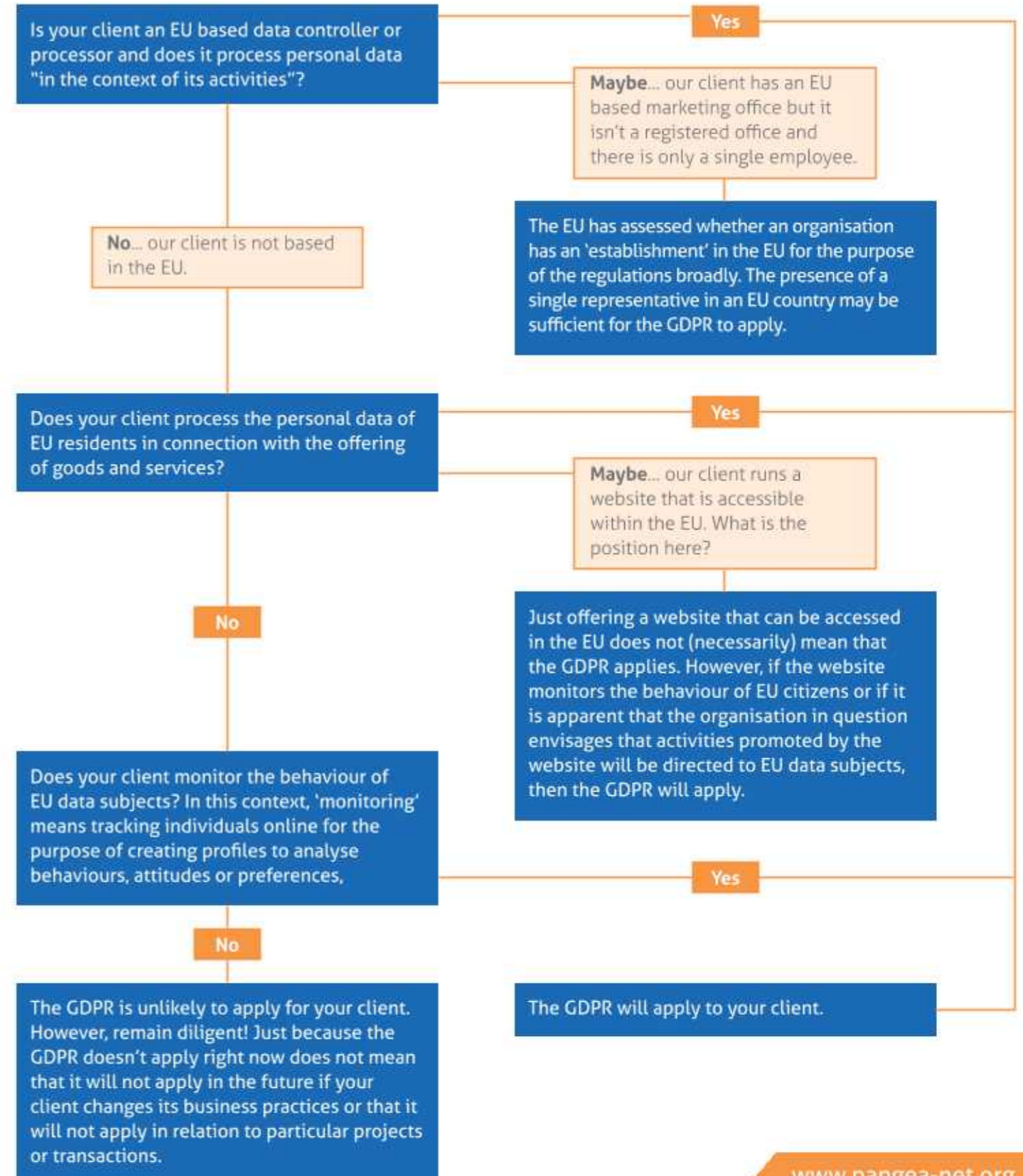
The next meeting of PANGEA NET members on GDPR will take place on June 4, 2018 in Paris and will be organized by WENNER.

**Update provided by Dita Příkladová (UEPA)**

# Assessing the territorial scope of the GDPR

If you are a law firm based in Europe, the General Data Protection Regulations (GDPR) will surely be one of the main issues currently facing your clients. If you represent organisations outside of the EU, you might find that they have not given due thought to whether these regulations will apply to them.

It might therefore be useful to consider the following simple flowchart when advising clients from anywhere in the world on the GDPR.





# 2018 Spotlight firm

This year we are introducing an initiative to put a spotlight on one Pangea Net firm per year so that both new and existing members alike can learn more about the varied practices within the network. If your firm is selected as a 'Spotlight Firm' we will interview you in order to help members find out a little bit more about your practice, the regions in which you would like to do more work and what you expect from Pangea members when you refer work to them.

The Spotlight Firm will also be expected to prepare a short ten minute presentation about their practice for the AGM. Our 2018 Spotlight Firm is one of our American members, Whiteford Taylor Preston (WTP).

## Interview

### Tell us a little bit about the sort of work that WTP does and the key sectors that you work in.

Peter Guattery (PG): WTP is a mid-Atlantic based, full service law firm. Our services cover everything from corporate work to IP to real estate transaction work, labour and employment law, immigration, non-profit organisations and community associations.

We also have a very strong litigation practice that reaches across all of the departments, particularly with respect to complex commercial litigation and product liability issues. It is a broad spectrum of work.

Herb Thomas (HT): To complement what Peter is saying, you probably can't think of a sector where we have not been active at some point, and in many ways that's as a result of the range of clients we serve. So while our regional footprint is strongly mid-Atlantic, our clients range from incubator start-ups, up to and including Fortune 10 companies.

Where we find ourselves mainly operating is in the middle market, by which I mean privately owned or family owned companies that more often than not do not have in-house counsel. We find that these sorts of organisations very often look to the lawyers they are working with to be a sort of outside general counsel. This role is one of the things that we really take a lot of pride in.

### What is the history of your involvement in the network?

PG: I was one of the six founding members of the network. Our initial meeting was in a pub on Wigmore Street in London in October 2009 and was followed by our first official board meeting the next January.

At that time we had about 12 members that were fully committed to the network. We grew rather rapidly in size after that! I served as chair of the Pangea network for the last 7 years until I decided to step down off the board so that others in the network would have an opportunity to serve.



### How has being a part of Pangea assisted your firm and helped feed into your firm's strategy?

PG: Our membership in Pangea has helped in several regards. Primarily it's a referral source both out to the network and inbound, but I think on a more general level it's helped give the firm a higher global profile than it would have otherwise. Pangea has also given us a resource to really tell clients who do work internationally that we can assist them with matters that arise overseas.

Pangea therefore gives us more depth and more reach than we would otherwise have as a mid-sized firm.

### What can members expect from WTP when they refer work to you?

PG: You can expect to receive a very prompt response. We will make sure that you are connected very quickly to an available attorney who is most capable of working with you and your client on the matter at hand.

HT: We are a partner intensive firm and try to meet clients where they are in terms of the financial arrangements. We want to provide your client with a customized service and we prioritise and honour the personal relationship.

### What are you looking for from Pangea firms when you send them an outbound referral?

PG: First, I look for a quick response to our request. I also like to see member firms demonstrate the same level of interest in the client that we obviously have, and for them to recognise that we are part of a cooperative team.

This is particularly important because I want to project that collective feeling to my client as well because it provides them with some comfort. I try to achieve this by referring to other Pangea Net members as my 'colleagues'. This lets the client know that the relevant Pangea Net member is somebody that they can trust and that they can work with.



**Internationally, what regions would you say you mostly receive referred work from and where would you like to do more work?**

PG: We primarily receive referrals from Germany and Switzerland, though a number of other members have referred us to clients with smaller issues.

As a mid-Atlantic firm with a broad footprint across the central East coast of the U.S. – one of the most fertile areas for investment from abroad and with a diverse and sophisticated client base – we believe our reach and experience makes us well situated to assist the clients of Pangea members with an interest in doing work in the United States.

**What are your favourite memories of your time as a member of Pangea?**

PG: For me, favourite memories are from when it was just a small group of us getting together and starting off. We were serious about what we were going to do but there was a real sense of shared purpose and that made it very enjoyable. Being a member of the board and the time spent with everybody at board meetings was a truly special experience.

There are also great memories from all of the AGMs. If I bring along a colleague from WTP to the AGM who has never been before then afterwards I have another person who can't wait to go next year! The reason for that is because Pangea Net is such a great group of people and although our trips are business oriented there's a real sense of collegiality. Even when the weather hasn't been particularly good the meetings have been terrific!



**Whiteford Taylor Preston  
Quick Fact File**

**Founded:**  
1933

**Number of attorneys:**  
160+

**Office locations:**  
Baltimore, Bethesda, Columbia, Dearborn, Eastern Shore, Falls Church, Lexington, New York, Pittsburgh, Roanoke, Towson, Washington, Wilmington.

**Managing Partner:**  
Martin T. Fletcher



**Whiteford Taylor Preston  
Key Contacts**

Name	Practice Area	Email address
Peter Guttery	Employment law and immigration	pguttery@wtplaw.com
Jefferson Glassie	Antitrust, tax, intellectual property, contracts and corporate, specifically in relation to NGOs.	jglassie@wtplaw.com
Eric Vendt	Business and corporate law	eventd@wtplaw.com
Dorothy Deng	Commercial law and intellectual property	ddeng@wtplaw.com
Steven Tiller	Technology and intellectual property litigation	stiller@wtplaw.com
Edward Lee	Business and corporate law	elee@wtplaw.com
S. Keith Mousdale	IP, data security and privacy law	skmouldale@wtplaw.com

# Senior associate workshop

This year we hosted our first ever Pangea Net Senior Associate workshop, which was held at Browne Jacobson's London office on 26th-27th April. The workshop was attended by twelve associates from six different Pangea Net firms.

The workshop took the form of an exciting two day programme of interactive sessions designed to cover some of the core skills and behaviours expected of those with ambitions of becoming partners at law firms around the world.



The purpose of this workshop was twofold. Firstly, it was intended to provide associates from Pangea Net firms with valuable, practical skills which will assist them as they progress through the next stage of their career. In particular, the course was designed to help attendees consider their business behaviours, discover techniques that will help your firms win new clients and assess the unique strengths that they can bring to your practice.

The second, and perhaps more important purpose of this workshop, was to bring together the next generation of Pangea Net leaders so that we can ensure the strong connections the current Pangea members have enjoyed will continue for the foreseeable future.

Through this course, we hoped to demonstrate to the attendees the great value their firm's membership in the network actually has.

## The workshop sessions

The workshop was divided into four sessions over two days. On the first day attendees were initially provided with the opportunity to get to know their fellow Pangea Net members before receiving a presentation on developing their personal brand as a lawyer.

This session was designed to focus the associates' minds on considering why developing a brand is crucial for legal practice, how they can work to develop this brand and how this brand will ultimately impact on their behaviours.

Following lunch, the attendees were split into teams to compete in a business board game, intended to simulate the commercial and financial issues facing professional services firms. I can happily report that this game was won by the newly created, cross-jurisdictional law firm, 'Weiners', who posted both the most profit per partner and also the most amount of work generated!

The second day began with a roundtable discussion with two partners in the Browne Jacobson commercial team, who talked through their differing experiences as partners and the advice that they would give to those with ambitions of partnership.

The rest of the day was spent considering how to build a business case.



This presentation was designed to provide participants with the tools to start assessing and developing their business case to present to partners at their law firm when they are eventually considered for promotion.

Attendees were also treated to a meal out before heading off to experience the London nightlife at the famous Dirty Dicks in Liverpool Street!

## Lessons learned for next time

Given that this was the first time we ran this workshop, we are open to feedback about how we might improve for next year. In particular, we have already received feedback from members regarding the theme of the workshop and the cost of attending.

We understand that the theme of the presentation caused some concerns among members who didn't want to be seen to be identifying associates with partnership prospects at this early stage. Next time we will aim to downplay the 'track to partnership theme' or will pick another topic to focus on entirely.

For further workshops we will also try to find a way to reduce the cost of attending. Feedback from the course itself was incredibly positive; however one suggested area for improvement was to pick topics and speakers that are applicable to both larger and smaller sized law firms.

## What our attendees said

"A great two days to focus the mind ahead of the daunting Partner promotion application process."

"This workshop allowed me to see the bigger picture - both about myself and my law firm."

"It was a very useful workshop. The speakers were engaging and I took a lot away from the sessions."

"A great time to network and get to know the ways other firms are operating"

"Thought provoking and entertaining"

"Excellent and informative preparation for the next stage of my career. The workshop gave me practical assistance with achieving my goals."

"The quality of the course content, organisation and networking opportunities made this workshop invaluable."



# Secondments

A near constant feature of the network has been the option for our junior lawyers to experience life at another Pangea Net firm as part of our secondment programme. This represents an excellent opportunity, both for the junior lawyers and also for the firms receiving the secondee, who get a valuable insight into the practices and culture of their fellow members. We are therefore delighted to share a report with you of a secondment from this year.

We wish to remind you that a sum of up to €2,000 per secondment is available at the Board's discretion. If you plan to host a junior lawyer from another Pangea Net law firm on secondment at your offices, and would like to apply for funding, please contact Pangea Net's Treasurer, Georg Weber, by sending an email to [georg.weber@probst-law.ch](mailto:georg.weber@probst-law.ch).

**Karolina Oleksy (Babiaczyk, Skrocki i Wspólnicy) secondment to Probst Partner AG**

In September 2017 I enjoyed the hospitality of Probst Partner AG as part of the Pangea Secondment Scheme. Although my internship with Probst lasted for only two weeks, I was able to learn a lot about Swiss law and attorney practice.

That I was able to take in so much in such a short time was to the credit of my great new colleagues at Probst who explained everything to me with patience. In particular, I found it interesting to learn about the relations between the federation and the canton law.

During my secondment I especially enjoyed being engaged in the Probst attorneys' work and getting acquainted with the then current cases of my new colleagues. As part of this I participated in meetings with clients and in lectures (two of which I presented myself!).

Life is not only about law and Probst organised a trip to the mountains for me. This gave me not only the opportunity to admire the Swiss landscapes but also to become a biathlete!

I have brought home many memories and new experiences, as well as the belief that legal work can be performed in a friendly atmosphere yet in a professional manner as is the case at Probst.



## Getting away from law

As you may know, Roberto Tirone is a founding member of Pangea Net and is a former longstanding member of the board. You may also know that he is the Managing Partner of our Italian member Cocuzza & Associati, and that his personal practice focusses on litigation and arbitration, compliance and commercial transactions. What you may not know is that he is a tennis fanatic! Read on to find out more about who Roberto is outside of law.

**What is your favourite thing to do to get the office out of your head when you finish work?**

Dinner, drinks and tennis.

**Where would you usually go on holiday?**

Tennis camps or trips abroad.

**What is your sport of choice?**

Soccer to watch and tennis to play.

**What is your favourite team?**

Inter Milan

**What is your favourite city in the world?**

Paris

**What is your personal mantra?**

If anybody can do it, I can do it.

**If not law – which profession could you have chosen alternatively?**

I always wanted to become a lawyer since I was very young. I had my first civil code when I was 13 years old.

**Name one interesting fact about yourself that other Pangea members might not know.**

I have avoided the mandatory military service by living 1 year between Paris and Barcelona



# PANGEA NET

International Network of Independent Law Firms

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