

workgroup/Legal

Birmingham Spring 2025



*The event for GCs in Birmingham
and the Midlands, run by:*



**Sam
Plant**

Chief Legal Officer
UK & Ireland



**Imogen
Noons**

Chief Compliance
Officer



**Michael
Evans**

Legal Director,
UK



**Elizabeth
Thompson**

General
Counsel



**Anil
Raja**

Head of Legal &
Product Legislation



**Nim
Cassidy**

General
Counsel



**Stefan
Ciufu-Hayward**

Regional Legal
Director, UK&I



Thursday 10th April / The Grand Hotel / Birmingham



SHCOSMITHS



What's all this then?

Workgroup Legal Birmingham is *the* event for GCs and Heads of Legal living in the Midlands.

Instead of ad hoc roundtables and WhatsApp groups, let's together create the meeting place for GCs in our region. From Shrewsbury to Skegness.

A "workgroup" isn't just our namesake, it's the main format of the day. Workgroups are GC discussion groups, run by GCs.

The day alternates between these wee group discussions, and full-audience panel discussions for the big juicy topics.

Registration **0900-0930**
Lunch/dinner **1255-1350**
Drinks + canapés **1640-1800**
Optional evening dinner **1800-2100**



GCs who attend:



INTRODUCTION

0930-0940

PANEL DISCUSSION

0940-1020



Outside the echo chamber.



How closed is your circle?

How do we as GCs ensure that it's not just the loudest voices who dominate?

Can male allies help us create equity, or are we preaching to the converted?

What small things make a big difference?



**Sam
Plant**

Chief Legal Officer,
UK & Ireland



**Wendy
Hall**

General
Counsel



**Anil
Raja**

Head of Legal &
Product Legislation

NEXT



**Kate
Meadowcroft**

Partner



WORKGROUPS 1
1020-1110

ROUND-UPS
1110-1125

BREAK
1125-1150

Pick your first workgroup.

1

Merger maestros.

How do you orchestrate a flawless merger or acquisition and ensure every decision strikes the right chord? If you're not the conductor, then who ensures you're brought in at the right time?



Rachel Macfarlane
Group General Counsel
Coventry Building Society

2

Mirror, mirror on the wall...

...who is the kindest to GCs of all? How can we encourage stakeholders to be kind to Legal? Is their perception of the legal team, the poison apple preventing a productive relationship?



Sam McGinty
General Counsel
Loughborough University

3

Blank page.

If you could tear up the rulebook and restructure your dept (and org) from scratch, what would you do? Who would report into you? If you could author your own GC story, how would it read?



Mike Rhead
Associate General Counsel
ZeroAvia

4

The secret sauce.

What do other GCs pin their success to? How have other GCs made their voice critical and commercial, not just legal?



Nim Cassidy & Mark Levine
General Counsel **STARK UK**
& Founder **BCL Legal**

5

Who are their champions?

How do you convince the next generation that it's connections and not contracts that will get them career advancement? When they only want to turn up, draft and go home; how do you encourage them to find their champions?



Selina Chan
Deputy Head of Legal
Carlsberg Britvic

WORKGROUPS 2
1150-1240

ROUND-UPS
1240-1255

LUNCH
1255-1350

Pick your second workgroup.

1

Your guess is better than mine.

How do you as a leader get comfortable with not knowing the answer? What training, courses and networks do you rely on for becoming a leader, not a lawyer?



Michael Evans
Legal Director
Volvo Car UK

2

Patriarchy hotline.

Tech 'bros' taking over the White House and DEI rollbacks are a cost that everyone pays. How do we make sure our businesses maintain the course for our employees, performance and culture?



Sam Plant
Chief Legal Officer, UK&I
Müller

3

Risky business.

How do you instil a culture where everyone takes ownership of risk, especially as colleagues give you all or nothing when reporting, and you have no budget for fancy pants systems?



Elizabeth Thompson
General Counsel
Fortnum & Mason

4

Recruiting a robot.

Are all legal tasks automatable, really? If a robot can do it, is that enough to say we should be doing it? How are other GCs proving the ROI of the AI they're trialling today?

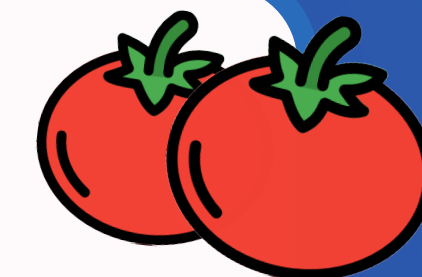


Lorna Khemraz
General Counsel
Flank

5

Tom-a-to / Tom-ar-to.

How do you find a consistent approach across all cultures and jurisdictions, when your business is like a global salad bowl? How can you prevent the legal team becoming a buffet where internal clients pick their favourite chef?



Imogen Noons
Chief Compliance Officer
Rolls-Royce

PANEL DISCUSSION
1350-1430

SHOOSMITHS

Jack of all trades...



...master of none?

How do you get comfortable with leading a team which knows more about law than you do?

We're taught to know all the answers, so how do we unlearn our egos, say "I don't know", and delegate better?



**Michael
Evans**

Legal Director



**Elizabeth
Thompson**

General
Counsel

**FORTNUM
& MASON**



**Bronwyn
Hardie**

Head of Legal



**Alex
Bishop**

Partner, National Head
of Dispute Resolution

SHOOSMITHS

WORKGROUPS 3
1430-1520

ROUND-UPS
1520-1535

BREAK
1535-1600

Pick your final workgroup.

1



If it ain't broke...

There's always room for improvement, so how do you as GC encourage your team to innovate when it's already 'fine'? When is 'fine' enough and when should you push for better?



Anil Raja
Head of Legal & Product Legislation
Next

2



Please don't go!

When the talent in your team wants progression, what can you do to stop them finding it elsewhere? How can you develop your company structure to allow you to retain your irreplaceable staff?



Christian Lowis
General Counsel
Tokamak Energy

3



9am somewhere.

If you as GC are 'available' 24/7, what message does that send to your team? How do you create a culture from bottom to top that it's ok to have a personal life and switch off?



Bronwyn Hardie
Head of Legal
NESO

4



Legal in da house.

How do we get better at internal PR? Employees want to engage with HR and even finance so how do we make Legal as visible when there's no personal interest aspect?



Stefan Ciufu-Hayward
Regional Legal Director, UK&I
Colas UK

5



Are we just too helpful?

How do I stop the expectation that Legal are the default project managers of the business? How do we educate the business that Legal's role is advisory?



Jo Glaze
Group Legal Director
Gymshark

WORKSHOP

1600-1640

DRINKS + CANAPÉS

1640-1800

Weightmans

THEY SAID WHAT?!



A real-life-scenario workshop in GC groups.

Presented with a series of real-life scenarios - provided by the very GCs attending this event - each team will work together to work out how they'd respond.

Find out how other GCs respond to outlandish internal requests, which stakeholders they go to first, and who's the coolest cucumber in a crisis.



**Sarah
Perry**

Legal
Consultant

Weightmans

**Including drinks
and canapés!**



Thursday 10th April / The Grand Hotel / Birmingham

workgroup/Events

OPTIONAL EVENING DINNER
1800-2100

O RELLE
BIRMINGHAM

Join us for dinner, post-event.

Drop Charlotte a very nice email [here](#) to ask for an invite.

Orelle boasts the best views of Birmingham, and a menu to match.

We'll head to Orelle at 1800, after the drinks at The Grand.

Places limited to 12 General Counsel.

Hosted by DWF and Workgroup.

dwf

You have 3 ways to get involved:



1. Sign up online for £350+VAT [here](#).
2. Attend all our GC events, as part of your [Workgroup Premium](#)* subscription.
3. Email Charlotte [here](#) to ask for an invoice!

Please note - applications from those who do not lead an in-house legal team will be rejected.

However, sponsorship enquiries can be made via email [here](#), or contact us through the website.

*Workgroup Premium is a paid subscription, which gives you - and your deputy - passes to all Workgroup Legal events. Also includes free passes for your CMOs and CHROs to our CMO and CHRO events. Contact Peter [here](#).



Follow Workgroup on LinkedIn [here](#) for all event updates.



Workgroup Legal has struck a magic formula of delivering super content in a relaxed community environment. No sales, no industry scare stories, just a hand-picked group of talented GCs across multiple industries sharing advice and experience.



Zeno Capucci
General Counsel
Docplanner

I just want to say a HUGE thank you to you and the team for organising this event, it was **genuinely one of the best I've been to**. Such an enjoyable and informative day!



Lucy Barron
Head of Legal & HR
Starlinks Global

Workgroup Legal is my favourite event in the calendar - engaging, motivating and a brilliant way of networking with your peers... **Hands down the best event for in-house legal leaders**. Roll on next year!



Michael Astle
Vice President, Legal Affairs & DPO
Quotient Sciences

The effort put in [by Peter] in curating a relevant, focused and enjoyable day pays dividends. It's **unstuffy with a host of practical topics and a fantastic opportunity to network with fellow GCs** and Heads of Legal.



Nancy Walmsley
Group Legal Counsel
Murphy

