



Schedule of Events

GMS sessions last updated 7 February 2023 **paradiGM sessions** last updated 26 January 2023

Thursday, 2 March 2023

15:00-16:30 Tour and Reception at Embassy of India Consular Services

Capacity: 20 participants overall with pre-registration necessary.

18:00 Welcome Reception and Opening Dinner

Restaurant *EssDur*, Am Heumarkt 6, 1030 Vienna.



Friday, 3 March 2023

Conference Venue: Haus des Sports, Prinz Eugen-Straße 12, 1040 Vienna – „Spiegelsaal“

9:00 Panel 1: Learning the Hard Way: Failure and Important Law Practice Lessons from Experienced Practitioners

Many leaders have learned important lessons the hard way. Join our panel of experienced practitioners as they reflect on failures and lessons learned in the following:

- Human resources
- Business development
- Personal development
- Practice management

Moderator:

- Daniel Christmann (US)

Speakers:

- Nina Perch-Nielsen (Switzerland)
- Daniel Parisi (US/Belgium)
- Manuel Ferreira Mendes (Portugal)
- Ilda De Sousa (UK)
- Petra Pardatscher (Austria)

10:00 Short Break

10:10 Panel 2: Building Your Technology Ecosystem - Strategies for Choosing and Implementing the Right Tech

The question is no longer whether to use technology in your practice but rather which technology to use and how to use it. Join our panelists for a discussion of how to navigate the technology maze.

- Identifying the systems and functions your practice needs (and your clients expect)

- Assessing new technology – how to know the difference between the best and the worst before you buy
- Top tips for implementing new systems
- Best technology innovations to streamline your practice and simplify your life
- Technology nightmares – what still doesn't work?

Moderator:

- Audrey Lustgarten (US)

Speakers:

- Lisa Atkins (US)
- Roman Zelichenko (US)
- Sophy King (UK)
- Noriko Kurotsu (US)
- Amit Acco (Israel)

11:10 Coffee Break

11:40 Panel 3: Politics Not Policy: Turbulent Times in Global Mobility

Practitioners face many challenges in these turbulent times, from the war in Ukraine, to rapid changes in world power dynamics, the fallout from Brexit and looming economic crises. This panel will discuss strategies for coping with government policy changes, leadership changes and disinformation and how to mitigate the effects of the turbulence on your practice.

- How geopolitical and global economic instability impact immigration and global mobility practices
- The impact of changes to countries' political leaders and governments on our practices
- Keeping up with and making sense of the political changes and challenges
- Managing the information – coping with government misinformation effectively by assessing what (reliable) information is available and what to share with clients
- Thinking like an investor – diversifying, finding the growth markets and focusing on the human element

Moderator:

- Anita Ninan (US)

Speakers:

- Natasha Hotson (UK)
- Samar Shams (UK)
- Dieter Kohlfürst (Germany)
- Marco Mazzeschi (Italy)
- Clayton Cartwright (US)

12:40 Adjourn morning sessions.

13:00 paradiGM: State of the Union

Join us on we reflect on the state of our paradiGM Community 18 months since its founding: are we gathering, growing, and giving?

Speakers:

- Ben Sookia (UK)
- Massimo Maesen (Belgium)
- Sophy King (UK)
- Audrey Lustgarten (US)
- Julyana Ruiz (Portugal/Brazil)
- Marco Mazzeschi (Italy)

13:30 Surviving and Thriving in the World of Remote Work

The world of work has changed dramatically over the past three years. While some companies and workers are moving back towards in-person work, a significant proportion of the workforce will remain remote or hybrid. Join our panelists as they discuss the particular challenges this new reality poses for our industry/clients, and for our own practices where we employ remote workers or our ourselves remote workers.

- International remote work as a perk – use of international remote work programs to incentivize and retain employees and challenges such programs pose
- Challenges of working remotely – the employee’s perspective
- Challenges of managing remotely – the company or manager’s perspective
- Legal and other compliance challenges of remote work (immigration/tax/global mobility management)

Moderator:

- Lynn-Samantha Severe (US)

Speakers:

- Lisa Atkins (US)
- Tobias Schönborn (Germany)
- Marie O’Neill (UAE)

14:20 Authenticity at Work

Our experiences over the past few years have not just blurred the physical boundaries between work and home, in many instances they have also changed the psychological boundaries between who we are at work and at home. More and more employees are unwilling to check their genuine, diverse selves at the office door (whether virtual or physical). And companies are beginning to recognize the benefits, both in terms of culture and the bottom line, of allowing or encouraging people to bring their whole selves to work.

- Economic and cultural benefits of authenticity at work
- DEIA and how companies can support employees in bringing their whole selves to work
- Sharing with emotional intelligence and boundaries: – determining what to share, with whom and how

Moderator:

- Ben Sookia (UK)

Speakers:

- Nouran Zarroug (UK)
- Carine Elliott (UK)

15:10 Adjourn afternoon sessions.

16:00 Bavarian Curling 18:30

19:00 Small Group Dinners

Pre-registration necessary for the dinners via Signup Genius.

The Small Group Dinners are based on Priya Parker's concept of <http://15toasts.com/> to encourage people to share their experiences openly and connect with one another.

Saturday, 4 March 2023

Conference Venue: Haus des Sports, Prinz Eugen-Straße 12, 1040 Vienna – „Spiegelsaal“

9:00 Panel 1: The In-House Perspective: What Are Companies Looking for in 2023?

As crucial as it is for us to have the right practice management systems in place for our own firms, we cannot lose sight of what it is that clients are looking for as they consider whether to hire (or fire) their global mobility service providers. Join our panelists as they discuss what tops corporate clients' wish lists, as well as the internal dynamics and other factors that can drive major corporate decisions.

- The non-negotiables – what is a must have from the client perspective?
- Innovation and technology – what would clients like to see that is currently missing?
- Requests for proposals – how and why RFPs are issued and how to navigate them successfully
- Other considerations in corporate decision making

Moderator:

- William Hummel (US)

Speakers:

- Zara Najam (US)
- Sabine Straka (Austria)
- Ara Samuelian (Switzerland)
- Lois Gimpel Shaukat (US/UAE)

10:00 Short Break

10:10 Panel 2: Well-Being at Work

In the fast-paced world of global mobility, it is easy to focus only on the next government deadline or client crisis. But a crisis-driven approach is not sustainable and prevents people from attaining their true potential. By making well-being at work a priority we can create a more sustainable environment that benefits everyone involved.

- What is well-being and why is it worth pursuing?
- Financial and other challenges standing in the way of well-being at work and strategies for overcoming them
- Innovative strategies for promoting well-being
- Reflection on failures and lessons learned in the quest for well-being

Moderator:

- Karolina Schiffter (Poland)

Speakers:

- Ben Sookia (UK)
- Laura Devine (UK)
- Bram Van Melle (Netherlands)
- Adriana Varela (US)
- Gabriella Fossum Gunnarson (Sweden)

11:10 Coffee Break

11:40 Panel 3: Ukraine: Lessons and Impacts One Year Later

The effects of the war continue to be felt far beyond Ukraine's borders in many aspects of life. Join our panelists as they discuss the wider effects of the war on the region.

- Immigration impacts

- Humanitarian impacts
- Labour market perspective
- Exodus from Russia and surrounding countries (lack of immigration options, ethical issues)

Moderator:

- Michał Kacprzyk (Poland)

Speakers:

- Maria Lianides Celebi (Turkey)
- Philipp Pruy (Germany)
- Valeriia Bezpala (Ukraine)
- Veronika Plešková (Czech Republic)
- Tamar Simonishvili (Georgia)

12:40 Adjourn morning sessions.

13:00 Giving Back: Towards a More Economically and Socially Sustainable Industry

In our industry we frequently come into contact with those in need – refugees, those displaced or impacted by wars and natural disasters, and immigrants struggling to make it in a new country. And even when we are not directly in contact with those in need, the very nature of our businesses necessitates that we are aware of the latest crises and conflicts. But what do we do about it? Join our panelists as they talk through how to navigate giving back.

- Why give back? Finding your purpose
- ESG of companies: is it an obligation or a business advantage?
- How to give back – innovative ways to give
- Year in review – NGOs, donations, Ukrainian support activities

Moderator:

- Veronika Plešková (Czech Republic)

Speakers:

- Latchi Delchev (Bulgaria/US)
- Phillip Trott (UK)
- Massimo Maesen (Belgium)

13:45 Mentorship for Professional Growth in the Global Mobility Industry

Mentoring is a critical component of success for mentees and mentors alike in any field, but it is particularly beneficial in our incredibly complex, fast-paced, and constantly evolving field of global mobility. Join our panelists as they discuss the benefits of mentorship and how it can help to ensure continuous learning for both mentors and mentees and foster meaningful and authentic connections within our global community.

- What are the key ingredients of a successful mentoring relationship?
- Mentorship as a catalyst for Professional Growth: how mentoring can help us step outside our comfort zones
- The Mentor's perspective: benefits of mentorship in building your business and continuously learning while leaving a legacy for a new generation
- The Mentee's perspective: benefits of mentorship in navigating a career in global mobility

Moderator:

- Zara Najam (US)

Speakers:

- Jennifer Stevens (US/UK)
- Elsy Umanzor (US)

14:30 Communicating Across Cultures and Continents

The virtual distances between us are shrinking as Zoom takes over the world, but the physical distances may be growing. Without the rituals present in physical meetings, it can be even more difficult to pick up on cultural cues that help us adapt and communicate effectively across cultural divides. This panel will discuss the challenges we face and how to both embrace and overcome them.

- Stories of failure – cross cultural communication gone wrong
- The role of culture, language, and diversity in communication – what factors do we need to consider when seeking to communicate?
- Embracing emotional intelligence and other strategies for understanding each other and bridging communication divides

Moderator:

- Inigo Lopez (Spain)

Speakers:

- Charlotte O'Connor (UK/Mauritius)
- Paa Hagan (Ghana)
- Shalini Agarwal (India)

15:15 Adjourn afternoon sessions.

17:00 Historical Tram Ride with Guides

Make sure you calculate enough time to walk to the tram stop from your hotel.

18:15 Wine Tasting or Extended Guided Tour

19:00 Heurigen Buffet Dinner

Heurigen Restaurant Mayer am Pfarrplatz, Pfarrplatz 2, 1190 Vienna .



22:00 Bus Pick up for Return to Hotels

Sunday, 5 March 2023

Conference Venue: Haus des Sports, Prinz Eugen-Straße 12, 1040 Vienna – „Spiegelsaal“

9:00 Panel 1: Managing Hard Times Ahead

One would think that now that we have been able to navigate our practices through COVID, the impacts war in Ukraine, and chronic labour market challenges it should be smooth sailing ahead. But with talk of a coming global recession this does not appear to be the case. Join our panelists as they discuss strategies to prepare for potential hard times ahead, drawing on lessons learned in past hard times.

- If there is a recession what will be the effects for our industry and our practices?
- What lessons can we draw from the past three years to inform how we manage our practices and advise our clients?
- Structuring engagement agreements and processes
- Expanding service offerings and local counsel networks ethically and logically
- Dealing with layoffs and financial considerations
- The innovative nature of crisis – embracing the push for change

Moderator:

- Jane Pilkington (Ireland)

Speakers:

- Véronique Malka (Canada)

- Adrián Ojeda Cuevas (Mexico)
- Chris Gore (UK)
- Stéphane Coulaux (France)
- Mounia Jrabi (Spain)

10:00 Short Break

10:10 Panel 2: Cybersecurity

Cybersecurity threats are here to stay and becoming more sophisticated each year. Global mobility practitioners are prime targets for cybersecurity attacks due to the amount of sensitive, highly confidential information we handle. Join our panelists as they discuss the threats and strategies to make sure you are prepared to address them.

- Types of cybersecurity threats: where are they coming from and what form are they taking?
- Best practices for data security
- Best practices for financial security
- Balancing increasing productivity/efficiency and cyber security risk and tips for managing clients and employees who put your security at risk
- Responding to a breach
- Cybersecurity insurance – is it worth it and what to look for in a policy

Moderator:

- Phillip Yip (Australia)

Speakers:

- Gary McIndoe (UK)
- Bernard Caris (Belgium)

11:10 Coffee Break

11:40 Panel 3: Best Practices in Business Development in 2023

The COVID era saw a shift to virtual business development. As we resume being able to meet in person, what has changed and what has stayed the same? Join our panelists for a discussion of what best practices in business development look like in 2023, including:

- Identifying your professional goals and target market
- Methods of business development/how to reach your targets – referrals, networking, community involvement, professional organizations and more
- Social Media and other means of virtual business development – here to stay?
- Seeking professional PR support
- Business development budgets

Moderator:

- Chetal Patel (UK)

Speakers:

- Rahul Batra (UK)
- Pavandeep Dhillon (Canada)
- Áine Hartigan (Ireland)

12:40 Adjourn morning sessions.

13:00 paradiGM membership meeting open informal forum discussion.

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