

LAWNET ANNUAL CONFERENCE 2022

Friday 1<sup>st</sup> July 2022 • Celtic Manor, Newport



# *breakthrough*

people

performance

progress

Headline sponsors:



## Agenda

### Thursday 30th June, 2022

- From 19.00 Pre-conference networking dinner**
- Meet up with fellow LawNet members for a networking dinner ahead of the main event
- Rafters Restaurant, Celtic Manor**

### Friday 1st July, 2022

- 09.15 - 10.00** Registration, Exhibition, Networking & Refreshments
- 10.00 - 10.15** Welcome and Introduction  
**Chris Marston, Chief Executive, LawNet**
- 10.15 - 11.15** **Creating a High Performance Culture in a Complex and Volatile World**
- A fast-paced analysis of how the best organisations innovate and sustain change, even in a world that is being constantly disrupted
  - The psychological and cultural factors that drive high performance in individuals and organisations
  - Why and how diversity matters
  - Why learning from mistakes is more important than ever.
- Matthew Syed**
- 11.15 - 12.00** Networking, Exhibition and Refreshments
- 12.00 - 13.00** **Building a Resilient Organisation: Tactics for Adapting to a Never-Normal World**
- We live in a 'never normal' world of change that requires firms to respond rapidly in the services they offer and the ways they work
  - How to avoid getting stuck in out-dated practices that frustrate customers and alienate employees
  - An alternative way of working – the adhocracy
  - Examples of putting these new ways of working into practice.
- Julian Birkinshaw**

- 13.00 - 13.15** LawNet Annual General Meeting
- 13.00 - 14.30** Lunch, Exhibition & Networking
- 14.30 - 15.30** **Networking Discussion Groups**  
Focused small discussion groups exploring key issues and challenges. See page 5 for options.
- 15.30 - 16.00** Networking, Exhibition and Refreshments
- 16.00 - 17.00** **Leading at pace: High velocity insights**
- Explore how to thrive rather than just survive as a leader - in a world that isn't going to slow down
  - Tips, tools and takeaways for high-velocity leadership
  - An energising exploration of the need to be a skilled pacesetter.
- Sophie Devonshire**
- 17.00 - 17.15** **Close of Conference**  
**LawNet Chair**
- 19.30** Champagne Reception
- 20.00** Conference Dinner (Black Tie)
- 22.00** **LawNet Awards Ceremony 2022**



## Pre-conference networking dinner

### Thursday 30th June

If you're travelling to Celtic Manor the evening before the conference, why not join other LawNet members for a pre-conference networking dinner.

The Rafters Restaurant is set within the prestigious Twenty Ten Clubhouse and the stunning views alone make this striking restaurant well worth a visit. The cuisine here is simple and elegant, with a true flavour of Wales complemented by a lovely atmosphere of laid-back luxury.

Join the early bird dinner and you'll enjoy a three course meal and the opportunity to meet other delegates the night before the main event.

**Cost: £40 + VAT**

**Times:** Sittings to be arranged to accommodate delegate arrival times. We will contact you nearer the event to confirm the best time for you.

*NB: Places at dinner allocated on a first come first served basis*



## Keynote speakers



### Matthew Syed

Matthew Syed is an author and highly acclaimed speaker in the field of high performance. He has written six best-selling books on the subject of mindset and high performance including *Bounce*, *Black Box Thinking*, *Rebel Ideas* and *The Greatest*; and has worked with many leading organisations to build a mindset of continuous improvement. He is also a multi-award-winning journalist for *The Times* and *The Sunday Times* and a regular contributor to television and radio. In his previous career, Matthew was the England table tennis number one for almost a decade.

Matthew's work explores a thought-provoking approach to high performance in the context of a complex and fast-changing world. By understanding the intimate connection between mindset and high performance, organisations can unlock untapped potential in individuals and teams, driving innovation and agility to secure a future-proofed environment.



### Julian Birkinshaw

Julian Birkinshaw is Professor of Strategy and Entrepreneurship at the London Business School. He is a Fellow of the British Academy and the (US) Academy of Management. He has PhD and MBA degrees in Business from the Richard Ivey School of Business, University of Western Ontario, and a BSc (Hons) from the University of Durham. He has Honorary Doctorate degrees from the Stockholm School of Economics and Copenhagen Business School. His areas of expertise include strategy, entrepreneurship, organisation design, knowledge management, innovation, strategic resilience and agility.

He is the author of fifteen books, including *Fast/Forward* (2017), *Becoming a Better Boss* (2013), *Reinventing Management* (2010), and *Giant Steps in Management* (2007) and over one hundred articles. He was ranked 43rd in the 2019 "Thinkers 50" list of the top global thinkers in the field of Management. He is frequently quoted in international media outlets and speaks regularly at business conferences in the UK, Europe, North America and Australia on the challenges of corporate reinvention and renewal in today's fast-changing world.



### Sophie Devonshire

Sophie is an experienced business leader, entrepreneur, marketer, and bestselling author.

Across her career she has worked in and with multinational companies (including Procter & Gamble and Coca-Cola) as well as high-growth start-ups and agencies (Leo Burnett in the Middle East and Interbrand, London). She also has personal experience of being a successful entrepreneur, setting up award-winning e-commerce, luxury gifts and consultancy businesses. In June 2020, she was appointed CEO of The Marketing Society, the global network of marketing leaders.

She is passionate about connecting ideas and people and her work helps inspire leaders make a difference to the future of business. An impatient accelerator, she specialised in understanding questions of pace in business and her book *Superfast: Lead at Speed* reached no.1 in the Amazon charts and was shortlisted for Business Book of the Year.



# Networking Discussion Groups

**Our pre-conference networking sessions** were so popular at the 2019 conference, that this year we're making them part of the main event. These small group discussion sessions will enable you to explore a specific issue, challenge or opportunity with others from across the network.

There are **15 topics** to choose from. Please **indicate on the booking form the 3 discussions you are most interested in** being part of, in order of preference.

| PEOPLE |  | PERFORMANCE |   | PROGRESS |  |
|--------|--|-------------|---|----------|--|
| 1      | <b>Attracting &amp; retaining talent</b><br>How to ensure your firm attracts the right candidates and holds on to your best people.  | 6           | <b>Creating a client centric firm</b><br>What does client centricity look like?<br>Moving beyond a client service focus.          | 11       | <b>Technology and Innovation</b><br>How will technology impact the delivery of legal services and how can you make the most of the opportunities it will bring?. |
| 2      | <b>Employee engagement and well-being</b><br>Share ideas for making your firm an employer of choice and ensuring your staff are equipped to maintain their well-being.           | 7           | <b>What is productivity in a law firm? Inputs v Outputs</b><br>Measuring the right things to drive improvements in productivity.  | 12       | <b>Succession planning</b><br>Identifying the owners of the future to secure the future of your firm.  |
| 3      | <b>Getting the best from hybrid working</b><br>Explore how to make hybrid working deliver greater productivity and a more engaged workforce.                                     | 8           | <b>Employee ownership</b><br>Motivating people with an ownership stake.   | 13       | <b>ESG – reducing our carbon footprint</b><br>How to start on the journey towards becoming a more sustainable business.  |
| 4      | <b>Career paths and competencies</b><br>Prepare your firm for the future with career paths built around the skills and behaviours needed to ensure the success of your business. | 9           | <b>Creative job design to improve processes performance</b><br>Looking at adapting roles to increase efficiency and productivity. | 14       | <b>Becoming a purpose driven organisation</b><br>Can establishing a clear and powerful purpose give you a competitive edge?                                      |
| 5      | <b>Leadership styles &amp; behaviours</b><br>A discussion on how to adapt your leadership style and behaviour to deal with the challenges of a post-pandemic world.              | 10          | <b>Skills development for the future</b><br>Explore the most important skills needed to drive future success.                     | 15       | <b>Change management</b><br>Explore the barriers to change and ideas for overcoming them.  |

## Why attend?

### Inspirational leadership & strategy learning

**The LawNet Conference** is our flagship networking event each year and sees over 250 of our law firm leaders and future leaders, come together to learn from inspirational leadership and strategy thinking and share experiences with each other.

Not your ordinary legal conference, each year we develop content designed to challenge existing business thinking in firms and inspire members to make changes when they return to the office. Step out of your comfort zone and engage in some thought-provoking learning to challenge the way things have always been done!

### Inspire to transform

## Who should attend?

This conference is aimed at your firm's business leaders and innovators. The highlight of the LawNet networking calendar, it is a must-attend event for anyone interested or involved in the strategic development of your firm, including:

- Senior Leadership
- Finance & Practice Directors
- BD/Marketing Directors and Managers
- The LawNet Partner



## The Venue



Home of the 2010 Ryder Cup and host venue of the NATO Summit 2014, the **five-star Celtic Manor Resort** is set in more than 2,000 acres of panoramic parkland at the gateway to Wales. With a **330-room luxury Resort Hotel**, a large convention centre, three 18-hole championship golf courses, exceptional spa, state-of-the-art health club, fishing, adventure golf, treetop high ropes course and tennis courts, the Celtic Manor provides a complete experience for business, leisure and golf travellers.

For seven of the last eight years the Resort was voted the UK's Best Hotel at the Meetings and Incentive Travel (M&IT) Awards.

**The Celtic Manor Resort**  
Coldra Woods, The Usk Valley  
Newport, South Wales  
NP18 1HQ

[www.celtic-manor.com](http://www.celtic-manor.com)



# Exclusive offers for LawNet delegates

A range of exclusive discounts are available for LawNet delegates looking to make the most of the world-class golf facilities available at the Celtic Manor Resort, or to extend their stay.

Please see the separate flyer for more information about all the offers available and details of how to book.



## What previous conference attendees said...

"From start to finish, the conference was excellent. Everything about it was of the highest quality, from the venue to the speakers, who were some of the world's most renowned thought leaders.

The whole event was geared around helping members improve their businesses. It really is the highlight of the year and a must attend for every LawNet firm."

**Manzurul Islam Mullis & Peake LLP**

"The LawNet conference keeps on getting better. Insightful and inspiring speakers, great opportunities for sharing ideas and building relationships with other LawNet members and time to find out about trusted suppliers makes this the go to event of the year!"

**Paul Reader Berry & Lamberts LLP**

"Uplifting and inspiring conference, with excellent speakers. Fantastic networking opportunity with suppliers and like-minded colleagues. An excellent opportunity to really challenge the status quo and to enjoy exploring new ideas and initiatives in a safe environment."

**Sarah Cook VWV LLP**

"A superb line up of speakers who really made you sit up and think; inspiring us to become better leaders. Probably the warmest and friendliest conference I have had the pleasure to attend."

**Sarah Bond FBC Manby Bowdler LLP**

"The LawNet conference always gives me a real sense of belonging. Aside from listening to some of the best world class business speakers, the amount of interactions and new connections I make during the two days is so rewarding and is fundamental on how I feel about my role and the firm I work for."

**Amy Hickman Clarkson Wright & Jakes Ltd**



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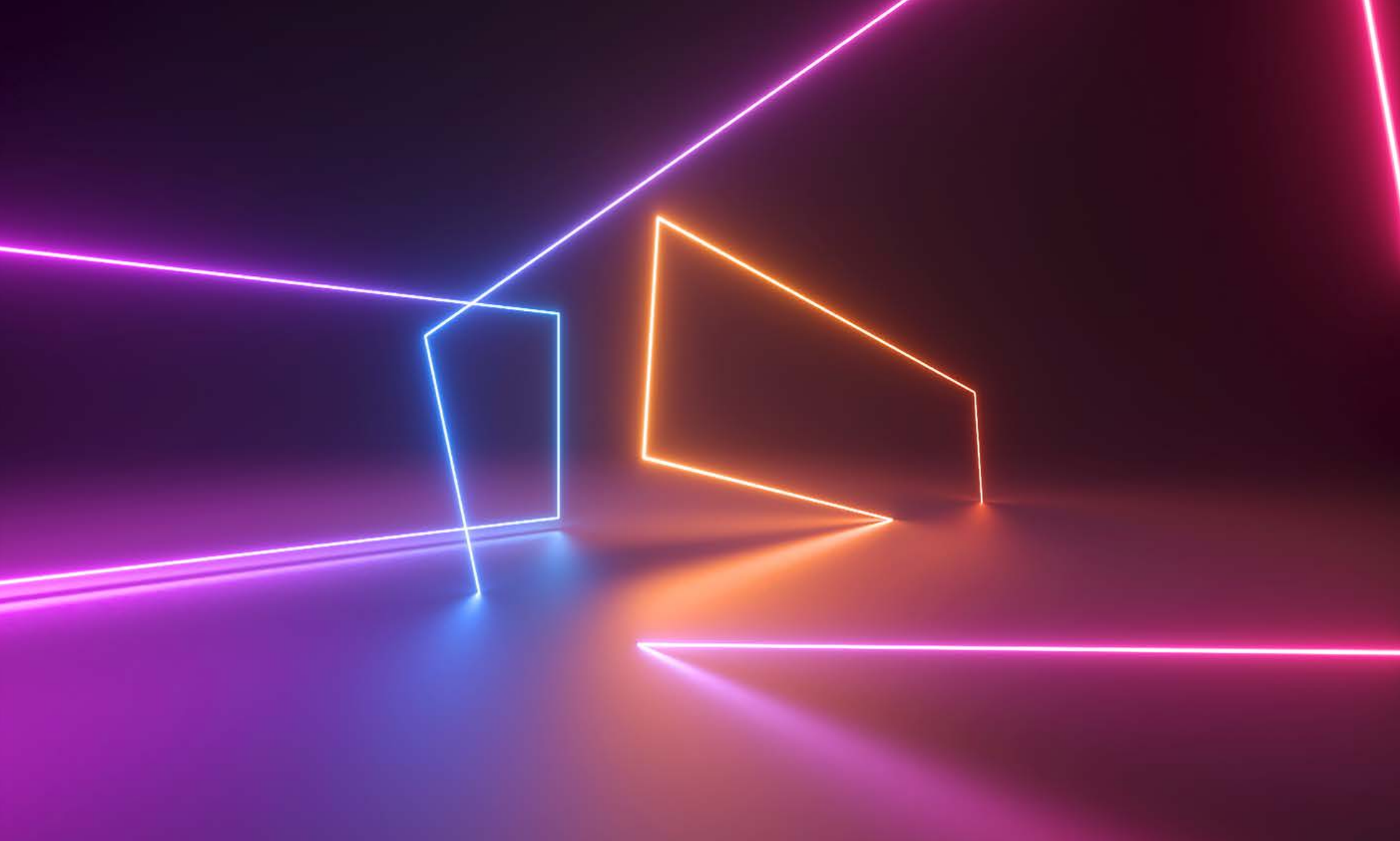


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