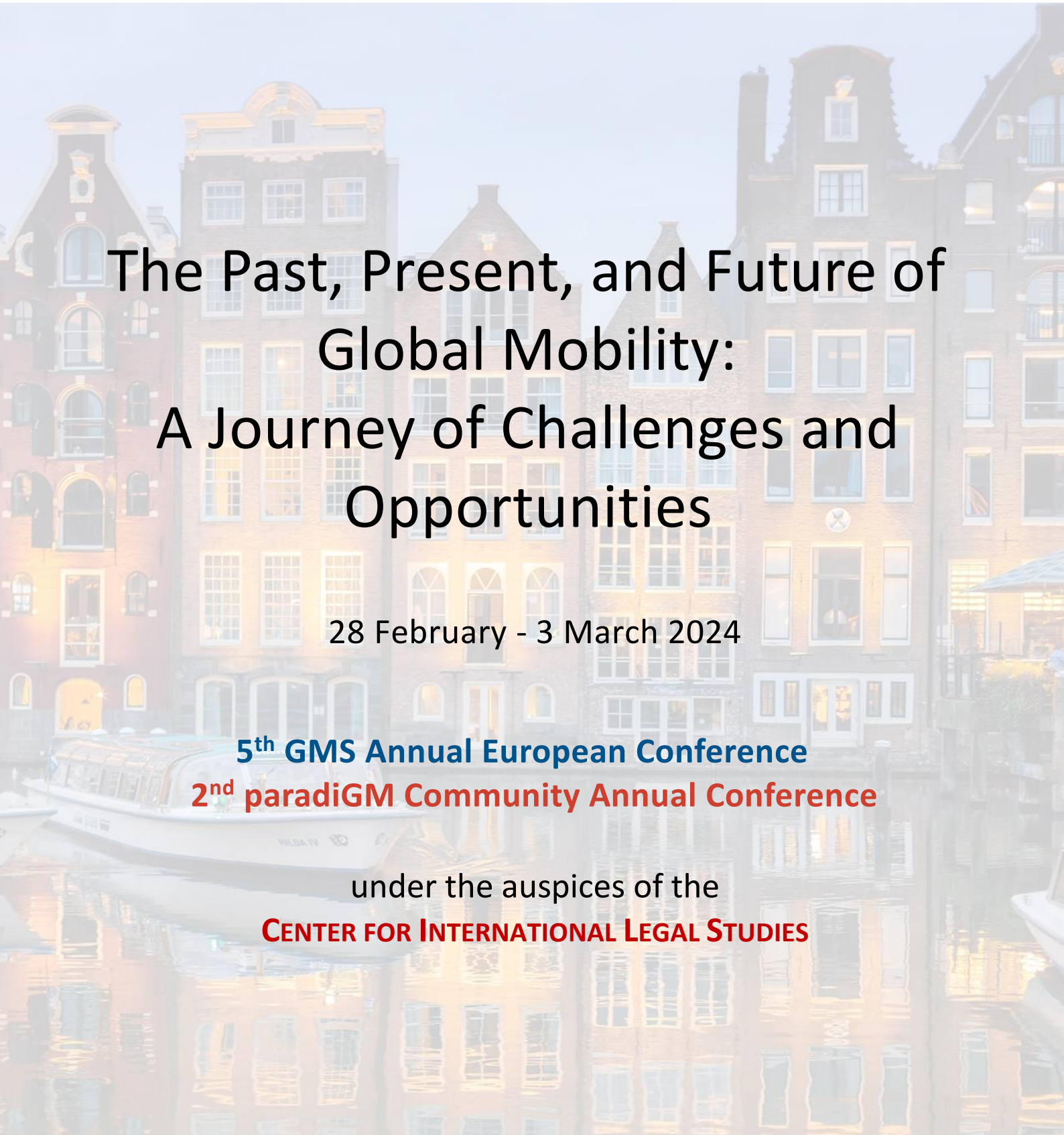

The Past, Present, and Future of Global Mobility: A Journey of Challenges and Opportunities

28 February - 3 March 2024

5th GMS Annual European Conference
2nd paradiGM Community Annual Conference

under the auspices of the
CENTER FOR INTERNATIONAL LEGAL STUDIES

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IMMIGRATION LAWYERS

CENTER FOR INTERNATIONAL LEGAL STUDIES (CILS)

The CENTER FOR INTERNATIONAL LEGAL STUDIES is a law research, training, and teaching institute, established and operating as a non-profit, public interest society under Austrian law. Its international headquarters have been in Salzburg, Austria since 1976. Its essential purpose is to promote and disseminate knowledge among members of the international legal community with 5,000 lawyers worldwide having been recognised for their contributions to CILS projects. CILS holds several seminars each year and its exclusive peer-to-peer symposia are a highly sought after experience for practitioners and academics alike. Up next on CILS calendar is the 12th Biennial International Arbitration Symposium, in June. CILS has developed, coordinated, and published more than 100 legal research projects since 1977. Through its Senior Lawyer Visiting Professors Program CILS has placed experienced practitioners in visiting professorships at institutions in Eastern Europe, former Soviet republics, China, Ethiopia, India, and Myanmar since 2006. CILS has founded and organises the Foreign Direct Investment International Arbitration Moot (FDI Moot), the premiere investor-State arbitration moot competition. Its co-founders are Deutsche Institution für Schiedsgerichtsbarkeit (DIS), King's College London, Pepperdine University Caruso School of Law, and Suffolk University Law School Boston. CILS owns and administers the International Business Law Consortium (IBLC), an alliance of select independent law firms helping each other serve their clients internationally. Membership in the Congress of CILS Fellows is by invitation only. Since 2020 the paradiGM community also operates under the auspices of CILS.

Global Migration Section (GMS)

The Global Migration Section (GMS) of the American Immigration Lawyers Association (AILA) includes over 1840 leading immigration attorneys from approximately 47 different countries throughout North America, South America, Europe, the Middle East, Africa, and Asia. The mission of GMS is to educate AILA members and international associates on matters of non-US immigration law, and to connect immigration lawyers around the world. We focus primarily on corporate global mobility issues and the laws, policies, and procedures applicable to the international movement of employees from the United States and other countries. GMS works to advance the quality of global migration practice and to enhance the professional development of AILA GMS members and international associate attorneys.

paradiGM Community

The paradiGM Community is an international group of changemakers committed to promoting purpose and collaboration within the field of global mobility with the aim to connect people who support global migration in a way that helps them to develop and thrive professionally while giving back to diverse communities and connecting with one another in a meaningful way by focusing on 3 Gs: **Gather:** Bring together and connect members in genuine, meaningful, and occasionally playful ways to enrich their lives. **Grow:** Help members to develop and thrive professionally no matter where they are in their careers. **Give:** Enable members to create meaningful change by providing them with a platform to work together with other members to give back to causes that matter to them. At the heart of paradiGM is a group that is diverse, inclusive, equal, and accessible that aims to cultivate a sense of belonging for members of the community. If you are curious to find out more information about the mission, upcoming events, who the members are, and how to join, scan the QR code and visit the paradiGM website.

Program

Wednesday, 28 February

9:30-15:30 GMS Visit to International Court of Justice in The Hague

Optional side trip with mandatory pre-registration with the GMS Consular Liaison Committee. Registration closed as of 18 February 2024.

At 9:15 meet Veronika outside the NH Leidseplein Hotel and walk to *Park Central* (scan QR code for map) where the bus will await you. If you arrive individually, please be at the bus meeting point at 9:25.

Return from The Hague at 16:00 sharp.

18:30-19:30 Welcome Drinks

Venue: Amstelpark, Beatrixpark, Rembrandtpark, Vondelpark, NH Leidseplein Hotel

Delegates and guests, please join us for an hour of welcome drinks followed by dinner on your own or with your favourite colleagues and friends.

This "happy hour" is generously sponsored by

No arrangements have been made for dinner, so you are welcome to explore the culinary delights of Amsterdam per Bram's suggestion in his welcome!

paradiGM Thursday, 29 February

Meeting Space: Amstelpark, Beatrixpark, Rembrandtpark, Vondelpark
Coffee Break: Foyer; Lunch: Breakfast Area

8:45-9:45 Mentorship, Allyship, and Diversity: Navigating Connections in the Global Mobility Field

What is Allyship and how does it relate to you and all of us? What are the key differences between being a mentor and an ally? We frequently come across these terms but rarely apply them to our everyday lives. Join this interactive session as we explore the pivotal roles both Mentorship and Allyship play in creating diverse and inclusive communities than can truly thrive. This diverse panel of global mobility and immigration professionals from across the globe will talk through tangible methods that we can all apply in our everyday lives to help remove barriers around unconscious bias and bring new perspectives. The panel will provide some real-life examples to demonstrate how mentorship and allyship have shaped their careers…. and we want to hear from you… so bring along your experiences and ideas!

Moderator:

Nouran Zarroug (UK)

Speakers:

- Janaína Chezanoski (Brazil)
- Lynn-Samantha Severe (US)
- Massimo Maesen (Belgium)
- Mahrukh Umrigar (India)

9:55-10:55 Work Life Balance: What is the New and Healthy Normal in the Post Pandemic World?

The new normality after the pandemic has pushed many employees out of their offices, and more than ever our personal and professional lives are mixing. The ultimate goal is to find the right balance between a happy personal/social/family life and a successful business career but that is easier said than done. Join our speakers as they discuss:

- Is work-life balance an illusion or is it possible to maintain a work-life balance and set boundaries between professional demands and family/personal needs?
- Gender-based perspectives
- Challenges of asking for help
- The new generation: are we moving towards a more balanced lifestyle between work and private life?
- Best practices for staying active on social media such as LinkedIn, in a way that respects work/life balance.
- The global perspective: how geographical/cultural norms affect views and practices in this area.

We hope that you will take away from this session:

- Ideas about how others manage their personal and professional lives globally and across cultures, and how to improve your mental health.
- Ideas on how to improve the wellness of your employees and help them manage/create a good balance between their personal and professional lives.
  Tips for leveraging the usage of social media (specifically LinkedIn) to continue to grow your business but in a way that aligns with this new normal of work/life balance and intermingling.

Moderator:

Charlotte O'Connor (UK)

Speakers:

- Inigo Lopez (Spain)
- Julyana de Souza Ruiz (Brazil/Portugal)
- Roman Zelichenko (US)
- Karlijn Jacobs (Netherlands)
- Tuğçe Işikara Törtop (Türkiye)

10:55-11:20 Coffee Break

11:20-12:20 Change Management: Success by Design

Join our panellists for a session focused on sharing of use cases related to successful change management, as well as examples of situations where lack of a change management plan resulted in undesirable consequences. What are some best practices for introducing significant process changes, staffing changes, or changes to technology used in-house? This panel with address this question and elaborate on the following points:

- The intersection between a collaborative team environment and implementation of change
- Guiding clients toward process changes by leveraging a phased approach
- The importance of building negotiation skills, for successful change management planning

Moderator:

Audrey Lustgarten (US)

Speakers:

- Latchi Delchev (US)
- Zara Najam (US)
- René Stegmann (South Africa)
- Simon Wilsher (UK)

12:30-13:30 Client Communications in 2024: Navigating Culture, Etiquette, and Automation

Communication is the key to almost everything we do in global mobility. An effective communications strategy can help you reduce the stress of managing clients' expectations and enable you to exceed their expectations. But navigating the dos and don'ts of communication across cultures and generations can be daunting. Add to this increasing client demands for instant responses and low prices and many are turning to AI and automation to communicate with clients. Join our panellists as they discuss:

- What's the latest etiquette for emails, text, WhatsApp and more in 2024? Should you use emojis in emails to clients?
- Common pitfalls in communications – horror stories and what NOT to do.
- How do you train staff in effective, culturally sensitive communication?
- What are the best practices for using AI in communications to achieve excellence in client service?
- Ideas for incorporating AI into communications on cases, sales, marketing, and knowledge management.

Moderator:

Phillip Yip (Australia)

Speakers:

- Rahul Batra (UK)
- Tobias Schönborn (Germany)
- Ashley VanOoteghem (US)
- Sophy King (UK)

13:30-14:30 Networking Lunch

14:30-15:15 paradiGM Blind Connections Meet-Ups

17:30-20:30 Welcome Drinks and Opening Networking Dinner

Conference Delegates Only

Cannibale Royale Rozengracht: Rozengracht 114, 1016NH Amsterdam, Area: Jordaan District.

Cannibale Royale Rozengracht is a 20-minute walk from the NH Leidseplein Hotel. Alternatively, take tram number 5 or 19 and disembark at station *Rozengracht*.

Dinner drinks are generously sponsored by envoy

18:00-20:00 Optional "Dutch Treat" Dinner for Accompanying Guests

Bar & Kitchen Copper, NH Leidseplein Hotel

We have made a group reservation for accompanying guests who are interested in spending the evening together. To "break the ice" we thought to offer you a theme and suggest that every dinner participant tells an anecdote or shares a story regarding travel. Dinner and drinks can be ordered à la carte. You may pay the bill after dinner, or have it put on your room bill to settle at check-out.

10 Toasts to … Traveling

GMS Friday, 1 March

Meeting Space: Amstelpark, Beatrixpark, Rembrandtpark, Vondelpark
Coffee Break: Foyer; Lunch: Breakfast Area

8:45-9:45 "Polycrisis" - Crisis Management in Today's Globally Mobile World

Companies increasingly find themselves operating in challenging locations and subject to "polycrisis". Emergency situations and the need for crisis management are more common than ever in the context of global mobility. The need for urgent international travel – either in to or out of locations - can result from many types of emergencies: from natural disaster to pandemic; from political upheaval to military conflict. What responsibilities do employers have? What steps can they and their employees take? How can the attorney help?

- Effects of political decisions – closure of consulates, suspension of visa processing, travel alerts
- Climate turmoil – earthquakes in Turkey and Syria; wildfires in Greece and California; tsunami in Thailand and Japan
- Military and geopolitical conflicts
- Health disasters – Covid and emergency visa restrictions
- An employer's duties – moral and legal. Disaster preparedness in the workplace, urgent relocation assistance, permitting dependants to accompany.
- Employee obligations – local consular registration, family members, public comment on difficult situations
- Attorney responsibilities – crisis alerts, evaluation of exit strategies, local visa-free options

Moderator:

Lisa Atkins (US)

Speakers:

- Noriko Kurotsu (US)
- Ravi Jain (Canada)
- Michał Kacprzyk (Poland)
- Valeriya Bezpala (Ukraine)

9:55-10:55 Growing a Thriving Global Mobility Practice in Challenging Times

Winning the sought-after global mobility client is just a first step. How do you build a practice that will effectively meet your client's needs, and ensure the client relationship blossoms? We will discuss obstacles to growth and how effectively to overcome them. We will explore key pillars to a robust practice including fee considerations, emotional intelligence, and the management of clients and personnel.

Practitioners will share their experience of how to run a global migration practice in a world of constant change; where a 'new normal' seems to come around every few years, and client expectations are always evolving.

- Working with a demanding client – how to simultaneously balance the nurturing of client relationships, and personnel/supply chain management.
- Key considerations to build a robust and sustainable practice.
- Financing your practice for growth.
- The role of emotional intelligence in client and internal communications – something that AI will not be able to replace?
- Use of technology and AI to increase efficiencies and lower overheads.
- The right fee structure for the right client – hourly versus flat; multi-year agreements, demonstrating value for money to procurement teams.
- Fee negotiation season – keeping the client happy while maintaining a viable business.

Moderator:

Chetal Patel (UK)

Speakers:

- Karolina Schiffter (Poland)
- Alessia Ajelli (Italy)
- Pavan Dhillon (Canada)
- Kim Vowden (UK)

10:55-11:20 Coffee Break

11:20-12:20 Posted Workers: The EU's Solution to Effectively Moving Employees Across Borders

The rules regarding Posted workers in in the EU are set by EU Directives (Directive 2018/957, amending the original Posted Workers Directive 96/71/EC of 1996, and the Enforcement Directive 2014/67/EU ensuring compliance with the rules on Posted Workers) and further defined and interpreted by the case law from the European Court of Justice (ECJ). However, practices for posted workers and the mandatory Posted Worker Notifications (PWN) are still different within EU Member States. This panel provides practical insights into business travel obligations and considerations for employers and their posted workers throughout Europe.

- Obligations of the sending and receiving company.
- Obligations of the employee.
- The position where the receiving or sending company is not subject to EU jurisdiction - what if one party doesn't recognize posting at all?
- Posting's relationship to business travel.
- Practical issues when submitting posted worker notifications.
- Tax, social security, employment, and immigration law issues.
- Consequences of non-compliance, and how to deal with them.

Moderator:

Bram van Melle (Netherlands)

Speakers:

- Ana Garicano Solé (Spain)
- Dieter Kohlfürst (Germany)
- Ewald Oberhammer (Austria)
- Veronika Plešková (Czech Republic)

12:30-13:30 A Glimpse into the Future of Immigration Practice – Do We Still Need to Relocate People?

The practice of immigration is changing faster than ever. Taking account of evolving immigration policies adopted by nation states, client demands and the rapid development of technology, it sometimes feels like we are constantly playing catch-up.

In 2016 AILA published a report entitled 'The Future of Immigration Law Practice' which included Twelve Projections for 2025. In this panel we take time to review and perhaps revise these predictions. Are they as valid now as they were then?

- How AI and further digitalisation will shape immigration processes.
- How states are organizing consular services – commercial providers and the continued relevance of consular posts.
- The future of work and its implications for global mobility.
- The quest for agility in embracing opportunities, balanced against compliance duties.
- With governments reducing – or in some cases increasing – labour migration, how can practitioners combine flexibility, innovation, and sustainability?

Moderator:

William Hummel (US)

Speakers:

- David Heneghan (Ireland)
- Amit Acco (Israel)
- Janice Flynn (US)
- Marcel Reurs (Netherlands)
- Laura Devine (UK/US)
- Lois Gimpel Shaukat (UAE/US)

13:30-14:30 Networking Lunch

15:30 Rederij Lampedusa Boat Tours

Meet Point: Dijksgracht 6, 1019 BS Amsterdam (scan QR code for directions)

Must purchase a ticket in advance at TICKETS or scan QR code on page 5. Space limited. Open boat shoreline tour; warm clothing necessary. *Dijksgracht* is 15-35 minutes from the hotel by taxi depending on traffic.

19:00 Small Group Dinners

Pre-registration required! The small group dinners were inspired by Priya Parker's http://15toasts.com. Each dinner is hosted and paid for by a sponsor. Every dinner participant is asked to give a toast (a few words or anecdote) on the dinner topic[↓]. All dinner topics are designed to encourage participants to go beyond what they usually talk about at these sorts of gatherings.

10 Toasts to…

Something that Scares Me

@ MrHaz hosted by David Heneghan and ADDLESHAW GODDARD

Getting Out of Your Comfort Zone

@ Oresti's Taverna hosted by Inigo Lopez and BiCortex LANGUAGES

Quality Time

If you could have dinner with three people, living or dead, who would they be and why?

@ Levant **hosted by** Bram van Melle, Kirsty Gies and everaert advocaten IMMIGRATION LAWYERS

A Pivotal Person in Your Life

@ Café Kiebêrt hosted by Gary McIndoe and LATITUDE LAW

Tips and Tricks

in dealing with emotions in business including emotions when doing business, making decisions and handle business versus empathy

@ Mappa **hosted by** Massimo Maesen and expat management group Mobility Solutions.

The Biggest @#!^-#*

you have been responsible for or had to manage as an immigration lawyer? (including mistakes, missteps, and blunders)

@ Maydanoz hosted by Laura Devine and LAURA DEVINE IMMIGRATION

Inspiration

@ D'Vijff Vlieghen hosted by Marco Mazzeschi and MAZZESCHI

Finding Joy in Life

@ Hoogendam hosted by Daniela Lima, Jane Pilkington and Newland Chase

Your Most Amazing Immigration Case

@ Louie Louie hosted by Ewald Oberhammer and Oberhammer RECHTSANWÄLTE

Dreams we Dare to Dream

@ Vooges hosted by Karolina Schiffter and PCS PARUCH CHRUŚCIEL SCHIFFTER STĘPIEŃ KANCLERZ | Littler

A Decision I Was Afraid to Take

Which later turned out to be best decision ever

@ Osteria Moderna hosted by Michał Kacprzyk and Ius Laboris Poland Global HR Lawyers Raczkowski

[↓] Details on the evening will be provided by your dinner host(s).

GMS Saturday, 2 March

Meeting Space: Amstelpark, Beatrixpark, Rembrandtpark, Vondelpark
Coffee Break: Foyer; Lunch: Breakfast Area

8:45-9:45 Current Trends in Business Development and RFPs

Business development methods have evolved over the years; one size rarely fits all. In many countries an attorney's ability to promote their services are limited by their Bar Associations. In highly competitive environments this can be a significant restriction.

The panel will consider the evolution of Requests for Proposal, in which pre-qualified providers are privately approached to participate in procurement beauty contest, often with the prize of a coveted global mobility and Immigration client. Panellists will also discuss the value of client feedback and the need for efficient team management when building a client base.

- How best to plan and conduct business development activity in a remote, digital world.
- Common RFP requirements - must-haves and deal breakers.
- Capturing and making use of feedback.
- How to build and manage your team effectively.
- Navigating legal and compliance requirements – working with burdensome Master Service Agreements (MSAs) and Data Protection Agreements (DPAs) with partners in a supply-chain network.
- What are "fairly arbitrary" requirements? How to advocate for your candidacy without inadvertently disqualifying yourself?

Moderator:

Ara Samuelian (Switzerland)

Speakers:

- Ellen Freeman (US)
- Natasha Hotson (UK)
- Brendan Coggan (US)
- Daniela Lima (Brazil)

9:55-10:55 Role of Ethics in the Global Mobility Practice Management

All licensed attorneys are subject to rules of professional responsibility. This panel will discuss common ethical implications encountered when managing a global migration law practice. In a cross-border context, ethical implications are complicated by differing rules in locations worldwide. Since most of us either practice or at least have clients in different jurisdictions, similarities and differences in rules and practice worldwide are crucial. The panel will consider ethical imperatives across key areas such as record keeping, HR, case management and communication.

- Best-practice management to ensure relevance of often long-established rules in a modern, mobile world.
- Practicing across multiple jurisdictions: familiarity with relevant rules and the red line of working in a jurisdiction where you are not licensed.
- Record-keeping: different rules on how long and in what manner.
- Communications and cross-border data protection issues.
- Where the buck stops - how do we safeguard against ethics violations such as unlawful practice of law by our (non-lawyer) staff? The implications of incompetence and mishandling of funds.
- Effective and recordable communication across multiple channels; the rise of the WhatsApp client.
- Ethics in a crisis: with regional conflict comes displacement of people and the rise of nativism. Is it our duty to look beyond the ethics rulebook and take account of wider considerations?

Moderator:

Anita Ninan (US)

Speakers:

- Adrian Ojeda Cuevas (Mexico)
- Paa Kwesi Hagan (Ghana)
- Nina Perch-Nielsen (Switzerland)
- Grace McGill (UK)

10:55-11:20 Coffee Break

11:20-12:20 Translating Diversity into Different Languages

Diversity means different things in different countries. Though Diversity Equity and Inclusion (DEI) has a specific meaning in the US and has grown in importance for US companies, these goals may be accomplished in other countries in different ways. This panel aspires to expand our awareness of what HR and company executives need to consider around the world when seeking to make their workforce more diverse and inclusive, complying with employment regulations meant to make the workforce more inclusive and equitable.

- What does DEI mean for US companies? What does or might it mean in other countries?
- Interplay of DEI and Discrimination: what groups may be considered or are historically marginalized from an employment perspective in various jurisdictions?
- Is DEI or the goals of more equity specified in employment law in your country? What do national discrimination laws do to address DEI issues?
- If not, but HR sees this as a goal, how does this look?
- What is the most challenging DEI issue working in a diverse environment in your country?
- How can you better guide team members who may not handle clients or colleagues in an inclusive/sensitive enough manner, especially when they may not have much life experience that is international in perspective?
- How would you advocate for DEI in your country with colleagues who may not understand its importance?
- How can you better eliminate bias in your hiring process?

Moderator:

Daniel Parisi (Spain/US)

Speakers:

- Maria Lianides Çelebi (Türkiye)
- Bianca Nicholls (South Africa)
- Samar Shams (UK)
- Susanne Mooij (Netherlands)

12:30-13:30 Around the World in 60 Minutes – Current Global Mobility Challenges Across the Continents

A whistle-stop tour of current immigration developments across the globe. Drawing on the huge expertise in AILA GMS, we will take a trip around the world, learning about common barriers and incentives when relocating staff, individuals, and their families.

- Current challenges and key trends.
- Which continents and countries could be the next immigration promised land.
- The rise in EOR services - why are some countries winning and some losing the war in attracting talent.
- Incentives to attract employees to relocate - tax incentives and citizenship shortcuts.
- Routes to permanent residence and citizenship – are golden visas fatally tarnished?

Moderators:

Jane Pilkington (Ireland)

Gary McIndoe (UK)

Speakers:

<u>Americas</u>:

- David Garson (Canada)
- Marco Abellán Acevedo (Costa Rica)

<u>Asia</u>:

- Ben Sheldrick (UK/Singapore)
- Shalini Agarwal (India)

<u>Europe</u>:

- Helle Holm Thomsen (Denmark)
- Magdalena Świtajska (Poland)
- Kirsty Gies (Netherlands)

13:30-14:30 Networking Lunch

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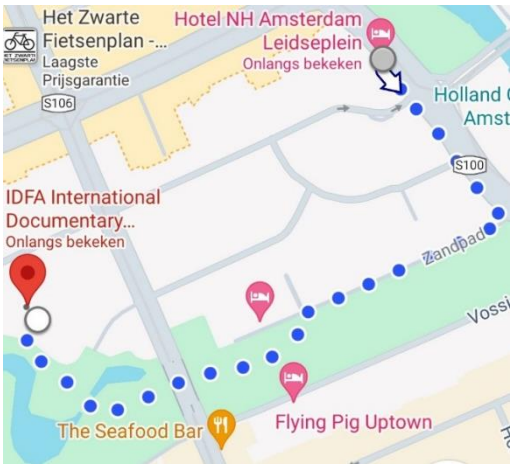
IMMIGRATION LAWYERS presents

The International Documentary Film Festival Amsterdam (IDFA) is a renowned annual Documentary Festival and more in general a platform promoting and supporting creative documentary making.

As of March 2024, the IDFA institute will officially open the doors to its own home for documentaries in the beautiful *Vondelpark Pavilion*, at only a few minutes walking from the conference hotel.

As an official supporter of IDFA *Everaert Advocaten* is proud to invite you, ahead of the official opening, to join us for an official documentary screening at the pavilion. Afterwards we happily welcome all delegates for drinks and dinner at the pavilion. We hope to see you there!



An Important Note:

The screening room for the documentary seats up to 70 people. Registration is on a first come-first serve basis via the link on page 5.

14:30-16:30 Optional Private Film Screening

Additional need to sign up separately.

Paviljoen Vondelpark: Vondelpark 3, 1071 AA Amsterdam

15:00 -16:30 Flee – Denmark 2021 - Jonas Poher Rasmussen - 90 min

The story of Amin, a gay man who fled Afghanistan in the 1980s, is told mostly in animation. Flee shows the unforgiving environment in which he lived, and the scars that remain from living as a second-class citizen.

No one else knows all the details of his escape, not even his partner. The film's director Jonas Poher Rasmussen nonetheless manages to get his school friend Amin to open up about his journey from 1980s Afghanistan to Denmark of today—with the promise that he will remain completely anonymous.

Rasmussen maintains Amin's anonymity mainly by animating his story, which is at times thrilling and at times emotionally moving. In hand-drawn 2D animations, the director outlines Amin's long journey through the no-man's-land between citizen and "illegal," encountering corrupt Russian police and ruthless people smugglers in a life marked by tedium alternating with life-threatening tension. But

even more, Flee is a film about how a person's mind is affected by such conditions, about how you can't stop hiding your true self even when you do have all the right documents. As a gay man working in the business world, Amin had no alternative but to construct a false identity—one that now, at last, safely concealed by the animations, he is gradually gathering the courage to discard.

Alternative to Film Screening: Visits to Rijks- or Van Gogh Museums

Meet in the lobby of the NH Leidesplein Hotel. Note limited availability of tickets. Tickets must be bought via the online ticket shops of the museums and are not sold onsite. Book tickets via QR codes on page 5. Below QR codes are links to google map.

Join **Noriko** and **Michal** for an 11 min walk to the Van Gogh Museum

Join **Audrey** for an 8 min walk to the Rijksmuseum

16:30-18:30 Drinks and Bites

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IMMIGRATION LAWYERS

Paviljoen Vondelpark: Vondelpark 3, 1071 AA Amsterdam

18:30 Concluding Dinner

Parkzuid Restaurant: Vondelpark 3, 1071 AA Amsterdam

PARK ZUID

Sunday, 3 March

11:30-13:30 AILA GMS Brunch with AILA Rome District Chapter

GMS and the Rome District Chapter (RDC) of AILA will host a joint networking brunch reception Sunday morning in the general breakfast area of the NH Leidseplein hotel.

RDC will host their annual spring conference in Amsterdam starting on Sunday, 3 March.

General Departure

Organisers

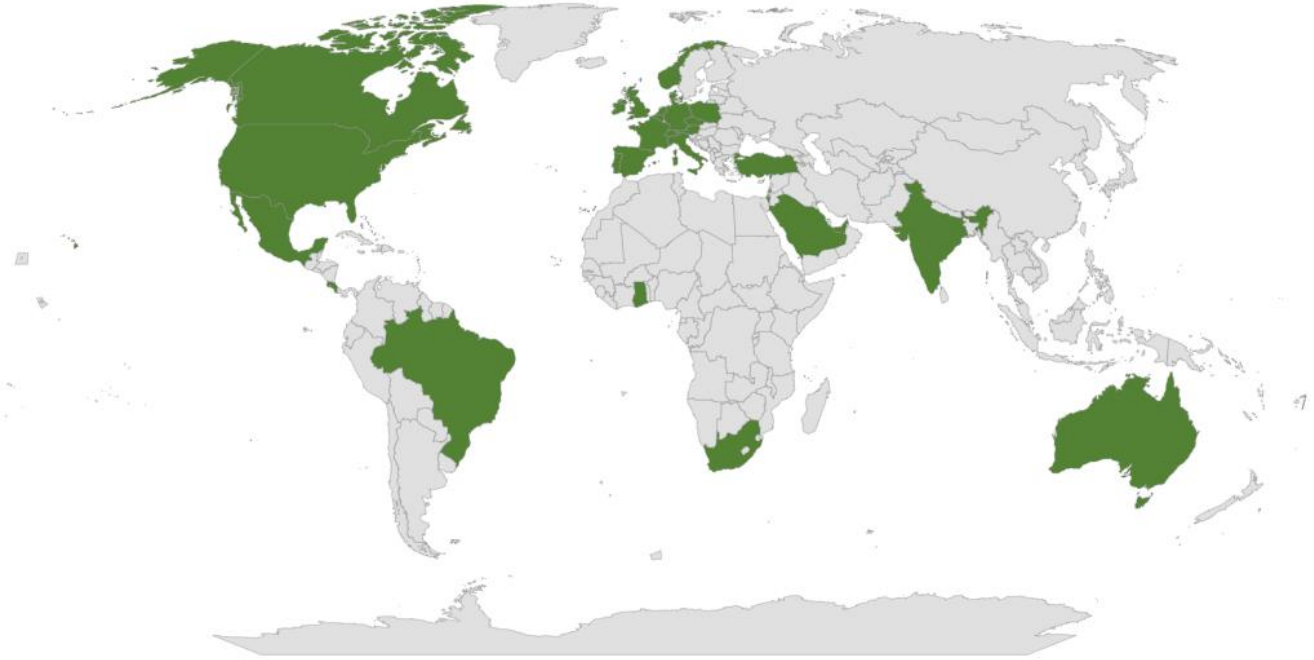
Thank you to all volunteers who helped to organise this conference:

CILS Manuela Wedam

GMS William Hummel (Chair); Anita Ninan Immediate Past Chair; EU Conference Committee: Michał Kacprzyk (Chair), Amit Acco, Maria Çelebi, Noriko Kurotsu, Audrey Lustgarten, Gary McIndoe, Bram van Melle.

paradiGM Community Audrey Lustgarten (Chair), Rahul Batra, Julyana De Souza Ruiz, Karlijn Jacobs, Nouran Zarroug.

Global Reach of Attendees



Global Mobility Conference Venue 2025

Athens, Greece

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[i] Last Update: 22/02/2024 15:15