Thursday, 13 February

12:00-13:00 Standing Finger-Food Networking Lunch **1st Floor**

paradiGM Afternoon: **Ballroom Meeting Room**

13:00-14:15 Navigating Interpersonal Dynamics in the Workplace: Designing Strategies to Foster a Culture of Generational Inclusivity, Growth, and Resilience

The global mobility industry is highly people centric; our work often involves liaising with multiple stakeholders from multiple disciplines. Our colleagues, vendors and clients span different generations, geographies and hierarchies and navigating these diverse relationships can quickly become a complex challenge. Are there methods we can adopt to navigate the workplace conundrum more effectively? What wisdom can we learn from the different generations? Join this interactive panel as we discuss:

- The unique experiences and perspectives of: Gen X, Gen Y, Millennials, and Gen Z in the workplace
- The nuances of mentorship across the generational and geographical spectrum
- Strategies for growth through workplace adversity
- The power of psychology and how understanding our mind and behaviour can improve workplace relationships
- What resources and wellbeing initiatives companies are currently offering to positively impact the workplace

Panel Chair:

Marcel A. G. Reurs is an immigration attorney with over 28 years of experience. His practice encompasses a broad range of business immigration work for corporate clients across the globe. Marcel is a frequent lecturer, a contributing co-editor to the leading commentary on the Dutch Immigration Act, the previous editor-in-chief of the Journal on Dutch Immigration Law, and chief of the editorial board of Jurisprudence on Immigration Law, the Dutch immigration jurisprudence series. He teaches and examines the Dutch National Bar Association's course on immigration law in the mandatory professional education programme for trainee attorneys. Marcel is a member of the IBA and the Dutch specialist associations for immigration lawyers, SVMA and WRV and an international associate to AILA.

Panellists:

Philip Trott is a senior counsel at UK immigration boutique Vanessa Ganguin Immigration Law with decades of experience across business and personal immigration. He has made a name for himself on the good, the bad and the very tricky cases, described in Chambers High Net Worth as "the godfather of immigration law," and by Chambers and Partners as the "go-to guy for any horrendously complex cases." Philip often comments on UK immigration developments in the British press and broadcast media. He is also known for complex discretionary immigration applications outside the rules, as well as cases involving national security issues. He has contributed to LexisNexis publications on immigration routes for creatives and sports and is renowned for sports, music, arts, culture, and media-related clients. Philip's commercial clients range from big household brands to the health, charity and faith sectors, as well as investors, entrepreneurs and start-ups.

Tuğçe Işıkara Törtop is a partner at the corporate immigration department of Bener Law Office in Istanbul, Türkiye and has been practicing Turkish immigration for over 13 years. Tuğçe has comprehensive skills in problem analysis and interpreting Turkish immigration laws, regulations, and policies. She can provide a full spectrum of immigration services to corporate or individual clients.

Maggie Williams began her career in the NHS as an Anaesthetic and Emergency Practitioner, gaining valuable experience in high-pressure environments and patient care. Transitioning into operational management, she developed strong leadership skills, improving systems and team performance. In 2017, Maggie moved to Portugal with her family and shifted to the global mobility industry, leveraging her healthcare and management background. Since joining BiCortex Languages and Translations, she has led day-to-day operations, focusing on business expansion, client development, and operational growth. A natural leader, Maggie fosters collaboration and builds trust, helping others reach their full potential while driving success. Her career blends adaptability, leadership, and a commitment to continuous growth.

Rhea Narula holds an MSc in Clinical Mental Health Sciences from University College London and previously worked as an Associate Psychologist at a leading Indian hospital before transitioning to Global Mobility with Formula Group. At Formula Group, Rhea leads the New Business Acquisition Team, supporting clients identify their needs and develop tailored solution. She also collaborates with the People Development Team, integrating insights from client interactions to create training programs that emphasise empathy and emotional intelligence in the relocation process. With a two-fold focus on supporting clients with their needs and supporting relocation consultants with the tools needed to deliver seamless support. Rhea's holistic approach prioritises human interaction to design global talent mobility programs that facilitate meaningful transitions. As an MIM+ Fellow, Rhea also authored a paper for The European Relocation Association (EURA) on applying communication models to improve Formula Group’s needs assessment process in a post-pandemic world.

Grace McGill is partner and head of immigration at Burness Paull LLP, Scotland. Accredited specialist in UK immigration law by the Law Society of Scotland. Grace has practised in UK Immigration law for over 25 years. She is a trustee of the UK Immigration Law Practitioners Association and chair of Migration Policy Scotland and proud to be a GlobalScot for Scottish Government.

14:30-15:45 Introducing Doughnut Economics into Global Mobility: How Can We Re-Imagine GM to Create a More Equitable, Socially Conscious, and Sustainable Future

What is Doughnut Economics and why is it relevant? As geo-political volatility continues to have adverse effects on global mobility and our immigration practices, could now be the time for us all to consider doing things a little differently? The theory behind Doughnut Economics asks us to look beyond profitability as the sole criteria for success and adopt a more socially conscious community-focused approach. The global mobility sector is uniquely positioned to come together and assess how we live, work and play. Join this interactive session as we collectively discuss:

- The theory and practice behind Doughnut Economics and examples of where it is working today
- How we can incorporate low cost ESG initiatives to gain maximum impact
- How regional and multi-disciplinary perspectives can differ on profit vs purpose
- Why understanding new perspectives can help us consider migration in a more circular and inclusive way
- Tangible methods we can all implement to support a more inclusive, sustainable, and conscious future

Panel Chair:

Nouran Zarroug is vice conference chair at paradiGM and works within a Tech Immigration & Global Mobility company supporting both corporates and suppliers with best practice on GM policy and strategy. She has previously worked with multi-national companies championing Talent Mobility as well as leading the EMEA region for Worldwide ERC. Nouran possesses a huge passion for people and places which drives her perspective through both her work and personal life. Being a Third Culture Kid and an Expat for all her childhood, she has developed a strong appreciation for diverse cultures. Having been a member of ParadiGM from the beginning, Nouran is a major advocate of D, E, I & B and feels authenticity and vulnerability are frequently missing from our daily interactions; hence believes this community will be the paradigm shift!

Panellists:

Ben Sookia specialises in the coordination and project management of global immigration services for businesses. As Client Success Manager in the Client Services team at Centuro Global, his role involves supporting corporate clients with obtaining work permits and consular process for their employees as well as navigating complex immigration advisory matters. He has several years' experience in the technology, oil and gas and pharmaceutical sectors and has also managed short-term global immigration assignments for international law firms and media corporations. Ben is also one of the proud co-founders of the paradiGM community.

Paa Hagan is a solicitor and head of Globetrotters, a firm specialised in providing bespoke solutions for global corporations operating in Ghana, Senegal and Mauritania. Paa has a wealth of experience in advising clients on corporate immigration and compliance matters and has been recognised by Who's Who Legal as a leading expert and a thought leader in the field of corporate immigration. He is a member of the Ghana Bar Association and admitted to practice as a barrister and solicitor of the Supreme Court of Ghana and is also a member of the IBA, WorldwideERC, paradiGM and is an International Associate of AILA. Paa loves to travel and experience different cultures. (Bio from 2024)

Jorge Flores is a Venezuelan attorney with over 10 years of experience in Global Mobility and a strong passion for international mobility, particularly in LATAM. Currently completing a master's degree in Human Rights, Migration, and Diversity at the University of Salamanca (thesis pending submission) and certified as a GMS-T by WERC. With professional experience living and working in various locations like Argentina, Chile, and the United States he specialises in crafting tailored immigration and relocation strategies across Latin America, excelling in meeting client needs, streamlining operations between teams, and driving innovative cross-border integral solutions.

Marie O'Neill is the co-owner and managing director of Executive Expatriate Relocations (EER), one of the Middle East's leading relocation, immigration and corporate services companies. As a member of the senior leadership team, board member, and now owner, of EER Marie has consistently demonstrated her talents in marketing, business development and management since joining the company in 2010. Her experience as an expatriate has helped shape her expertise in handling client requirements and fostering teams to offer a bespoke, high-quality service that delivers top results. Her unrivalled industry knowledge and proven track record of visionary leadership make her an excellent panellist and speaker for a wide variety of events.

15:45-16:00 Coffee Break

paradiGM Afternoon: Ballroom Meeting Room

16:00-17:15 Attracting and Retaining Top Talent: The Role of Company Culture and Technology

Attracting and retaining top talent hinges on a dynamic interplay between company culture and technological support. The foundation lies in a company's DNA; its core values, mission, and work environment; which shape its culture. A strong, positive company culture not only attracts high-calibre candidates but also fosters a sense of belonging and engagement among employees, crucial for long-term retention. This panel will explore the following topics:

- The employee lifecycle, from recruitment to offboarding and the role it plays in attracting talent.
- Company DNA and culture and the impact on retention and employee satisfaction
- How technology can play a pivotal role in supporting company culture and lifecycle elements.
- How employees and employers can utilise technology platforms to influence employee engagement, efficiency and satisfaction.
- Data analytic insights and the contribution to proactive culture and policy adjustments in the workplace

Panel Chair:

Caroline Treuillard is the MD of Mobility Compliance Group, the leading French company providing services in immigration, social security and posting of workers in France, Europe and over 150 countries; dealing with more than 3500 case files per year. Caroline holds a master's degree in private law and has been working in the global mobility field for 18 years. She joined the company in 2006 and has helped to build a high-performance, ambitious company focused on people and caring. Caroline is also the co-founder and co-president of EU Posted Workers Alliance, the first alliance of the best European posted workers experts in every European country, that was founded in 2022. In January 2023, she launched an insightful podcast called We Love Mobility which delves into the evolving world of global mobility and the recruitment of international talent.

Panellists:

Tobias Schönborn is a seasoned expert in global mobility services, specialising in visa and immigration processes. Since January 2023, he has served as partner and practice lead Germany at the Expat Management Group, where he assists international talent with their relocations. Tobias has successfully established the Expat Management Group as a brand in Germany known for its professionalism and great customer service. Prior to this role, he was the managing director of a leading German provider of business travel and visa services, where he played a pivotal role in expanding and diversifying the company's service offerings. Tobias is also the co-founder and president of the EU Posted Workers Alliance and a founding member of GARP, organisations dedicated to enhancing collaboration and transparency within the industry. With a strong emphasis on technical process optimization, automation, and AI, he has significantly contributed to increasing efficiency in his roles.

Nathalie Hellio has developed a wealth of expertise over 30 years in international mobility consulting, and more particularly in the legal, tax and corporate MI policy areas. She started at EY in Paris where she specialised in mobility consulting for international companies. She joined Accenture in 1997 to lead a global network of internal experts, reorganised the function into Shared Services platforms in Asia and America, and implemented innovative information systems for diagnosis. MD of the group's international mobility, she directed the Immigration and Taxation CoE in charge of risk management at MI. She joined HELMA in 2018, as advisory director before taking on the role of partner - MD in 2021. Professor at the Catholic University of Lille and speaks regularly at conferences. She initiated the drafting of the European Immigration Directive at the EU.

Faisal Addas is an esteemed entrepreneur and the vice president at Innovation-sa, a premier corporate services company specializing in immigration services in Saudi Arabia, with a remarkable career spanning over 20+ years, Faisal has been a stalwart in the field of immigration, consistently delivering excellence and ensuring compliance. As a key figure at Innovation-sa, he has been instrumental in providing end-to-end solutions for businesses looking to establish and operate seamlessly in Saudi Arabia and across the GCC.

Katie McDermott is the managing director of Erickson Immigration Group, Ireland and supports multinationals corporations employing non-EEA nationals in Ireland. The team she leads meets the needs of global corporations locally and their skills range from permit applications to preparing compliance programs and designing a platform which makes these processes seamless for users. Katie has an academic background to master's level in business and law and has experience with both private and corporate clients having practised as a solicitor in Ireland for 15 years prior to joining EIG. She regularly contributes to legal publications on the topic of business immigration and has a keen interest in leadership and the building of highly effective teams.

17:15-17:30 paradiGM Leadership Presentation

Gather – Grow – Give - Diversity

17:30-18:30 Welcome Drinks at Hotel

Generously sponsored by

19:00 Small Group Dinners

Pre-registration required! The small group dinners were inspired by Priya Parker's http://15toasts.com; the idea being that rather than bringing our "best self" to dare bring our "authentic self". People are often too busy checking their phones than connecting and paying attention. To combat this, Priya developed the idea of *15-Toasts* where every dinner participant is asked to give a toast (a few words or anecdote) on the dinner topic[↓]. The dinner topics are usually such that should encourage people to go beyond what they would usually talk about at a business dinner. Each dinner is hosted and paid for by a sponsor and the number of toasts are dependent on the number of participants.

10 Toasts to…

…Something that Scares Me
@ **Cafe Avissinia** - Kinetou 7 - hosted by David Heneghan and
ADDLESHAW GODDARD

…Becoming a Free Will Ninja
@ **ERGON House Athens** – 23 Mitropoleos Street - hosted by Massimo Maesen and
expat management group

…Taking A Chance
@ **Cafe Avissinia** - Kinetou 7; hosted by William Hummel and
GARFINKEL IMMIGRATION LAW FIRM

…Growth Through Connection
@ **17 Restaurant Bar** - Likavittou 2 - hosted by Yuu Shibata and
MAZZESCHI

…How We Live Our Lives and the Legacy We Wish to Leave Behind
@ **ERGON House Athens** - 23 Mitropoleos Street - hosted by Faisal Addas and
INNOVATION INTEGRATED BUSINESS SOLUTIONS SA

…Three Things I Wish I Could Say to My Younger Self
@ **ERGON House Athens** - 23 Mitropoleos Street - hosted by Michał Kacprzyk and
Ius Laboris Poland Global HR Lawyers Raczkowski

…What Doesn't Kill You Makes You Stronger
@ **Cherchez La Femme -** Mitropoleos 46 - hosted by Natasha Hotson and Diana Okoeva
Clintons.

…The Life-Changing Cultural Events That Shaped You
@ **Benaki Museum Restaurant** - Koumpari 1 - hosted by Chetal Patel and
Bates Wells

…The Other Profession I Would Choose
and why I did not end up picking it in the first place…
@ **Feedel** - 1 Ktena - hosted by Maria Lianides Çelebi and
BENER LAW OFFICE

…Finding Joy in Your Everyday Life
@ **Benaki Museum Restaurant** - Koumpari 1 - hosted by Daniela Lima and
Newland Chase

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

Friday, 14 February

paradiGM Morning: Ballroom Meeting Room

8:30-9:30 Professional Development: Creative Strategies for Prioritising and Pursuing Career Growth at All Levels

Our careers hold a staggering amount of importance in our lives. Nearly all of us will spend around 90,000 hours of our lives working. Yet still, even after spending so much time and energy managing our careers, the growth curve is never linear, often winding in different directions without certainty. How do we set ourselves apart from others in our field to gain notoriety and influence? How do we learn to balance competing priorities and move through the stages of career development? Once we are a leader, what are strategies we can utilise to help grow and empower others along their journey, creating legacy? Join this interactive panel as we discuss:

- The stages of career growth: Follower; Collaborator; Instructor; Manager; Influencer; and Leader.
- Networking strategies, both in person and virtual; goals at each stage in one's career.
- Challenges surrounding developing an authentic professional brand and ways to differentiate yourself.
- Essential soft and hard skills required for career advancement and creative ways to gain these skills in constrained environments.
- The growth mindset and effective ways to deal with ambiguity and change.

Panel Chair:

Massimo Maesen is a Belgian immigration attorney with over 15 years of experience and leading the Belgian-Luxembourg office of Expat Management Group. As the grandson of Italian immigrants and a Dutch grandmother, Massimo's passion for immigration law and helping people navigate international moves runs deep.

Panellists:

Tamar Simonishvili is a senior legal associate at SBC Legal, specialising in corporate and business migration. With over nine years of experience, she helps companies with relocation, regulatory compliance, and obtaining preferential tax statuses. Tamar holds an LLM in International Business Law and is a member of the Georgian Bar Association, admitted to practice civil, administrative, and criminal law. She is also an aspiring solicitor of England and Wales. Tamar frequently serves as an invited arbitrator in commercial moot court competitions. In her free time, she enjoys skiing and mountain climbing.

Julyana Ruiz is an immigration lawyer and proud dual Brazilian/Italian citizen. Julyana is the founder of iGo immigration services, a boutique global mobility services firm based in São Paulo and Lisbon. Her focus is to serve corporate clients on their immigration and taxation requirements in Brazil and Portugal. She is passionate about sports and believes that discipline and mutual collaboration is the key to successful relationships. Julyana has over 14 years' experience in global mobility and truly believes in meaningful connections. She joined paradiGM community to connect with people openly and to bring authenticity to this industry. She believes it is time to connect business with playfulness.

Lynn-Samantha Severe was born and raised in Haiti and currently works as a Senior Attorney at Erickson Immigration Group. She specialises in non-US corporate immigration and assists businesses with navigating visa/work permit options while ensuring compliance. Lynn's passion for immigration stems from her own family's experience migrating to the United States. Lynn is thrilled to be part of paradiGM due to its genuine commitment to promoting inclusivity, collaboration, and creativity within its community.

Maria Kouri is an immigration enthusiast who passes most of her time since 1999 with assisting new arrivals to Greece gaining knowledge on a constant changing environment while she gets inspired by her team members and their creative ideas. She lives in a -used to be green- suburb outside Athens. Summer of 2021 the area was burnt but nature is already doing its magic. Her loves, apart from discovering the forest and seas with her family, participating in immigration discussions with like-minded people and networks like Posted Workers Alliance, TIRA, Partners in Immigration, paradiGM etc. She admires people that respect others and assist humans to see the bright side of life. Education: Bachelor, Master and troisième cycle in European studies (London, Brussels, Paris) back in the 90's along certifications for the industry. Most recent: Growth Challenge (Cambridge University Business School) in 2021.

10:00-15:00 Accompanying Guest Visit
Temple of Poseidon at Cape Sounion

Please meet in hotel lobby at 9.45. You will depart at 10:00 with a chartered van and a tour guide.

The Temple of Poseidon in Cape Sounion is located about 70 km from Athens, on the southernmost tip of the Attica peninsula. According to mythology, this is where Aegeus, king of Athens, fell into the sea because of a misunderstanding. Theseus, the son of Aegeus, had travelled to Crete to kill the Minotaur, the legendary monster who lived in the palace of Knossos. He wanted to release Athens from the obligation to send seven boys and seven girls every year to the king of Crete, only to be eaten by the Minotaur.

9:40-10:40 Enhancing Diversity, Equity, and Inclusion (DEI) Initiatives: Strategies for Suppliers in a Competitive Landscape

In today's business environment, organisations increasingly prioritise Diversity, Equity, and Inclusion (DEI) initiatives, and suppliers play a crucial role in this mission. However, for smaller organisations, responding to DEI queries and implementing effective initiatives can often feel overwhelming and resource intensive. This panel aims to provide practical insights and actionable strategies for suppliers looking to integrate DEI into their operations without the extensive costs associated with certifications. Join us as we bring together a diverse group of industry experts and thought leaders who will share their experiences and best practices in embedding DEI initiatives into vendor and supplier operations. This engaging discussion will cover:

- Understanding DEI Fundamentals: A breakdown of what DEI means in the context of supply chains and vendor relationships, and why it's essential for organisations of all sizes.
- Practical Tips for Implementation: Learn actionable strategies, including how to create a DEI roadmap, set achievable goals, and measure progress effectively.
- Navigating Challenges: Address the barriers small organisations face, such as limited resources and expertise. Panellists will discuss common challenges and how to overcome them through innovative and resourceful approaches.
- Building Relationships: Discover how to leverage partnerships and collaborate with organisations that embrace DEI, encouraging credibility and access to new opportunities.
- Cost-Effective Resources: Explore alternative pathways to certification and recognition that don't require substantial financial investment, including community-based programs, local initiatives, and online learning resources.
- Real-World Success Stories: Hear inspiring case studies from small organisations that successfully implemented DEI initiatives, showcasing the tangible benefits they gained, and lessons learned along the way.

Panel Chair:

Charina P. Garica is the strategy and innovation partner at WR Immigration and manages the firm's Northern California offices. She represents and advises many Fortune 500 and start-up companies, as well as individuals on both employment and family-based immigration matters. She presents at many industry conferences on the intersection between law and technology. Charina is appointed to the ABA's Commission on Immigration Advisory Committee. Charina earned a JD from the University of Washington in Seattle, Washington. She completed her undergraduate degree at the UC, Berkeley earning a major in economics and a minor in Asian American studies. Charina is also admitted to argue before the US Supreme Court. She hosts a podcast called Beyond Immigration Law. You can follow her on LinkedIn to view her podcast and for updates on immigration law.

Panellists:

Samar Shams is managing partner of Changes Immigration. Samar practices immigration law so businesses can access talent, and individuals can live and work where they want to. She assists companies in all business immigration matters, with a focus on sponsoring skilled workers with a strong track record of helping companies ensure compliance with sponsorship and right-to-work requirements. Samar's expertise in the notoriously complex and changing field of immigration is detailed and practical. Samar is also the UK COO of legal tech start-up Legistai, an immigration case management system leveraging the efficiencies of automation and AI for immigration practices.

Janaína Chezanoski Internationalist, MBA in Strategic and Economic Management, international certifications in Mobility Management from EuRA and WERC, certified specialist in Inclusive Strategies for Business Impact by Cambridge Judge. With over 14 years of experience in Global Mobility and passionate about people and the art of connecting opportunities. Today she leads the Consulting front at GLOMO and serves in some Executive Committee with WERC, Brazil Talks and ParadiGM

Mahrukh Umrigar is a co-founding partner of Consortia Legal and heads the firm's global mobility practice. Spending majority of her time in London, UK, she also co-heads the firm's employment and private client practices. With over 15 years of experience, Mahrukh has advised numerous global multinationals, relocation companies, accountancy and law firms, and various other service providers on their day-to-day Indian immigration and mobility requirements. Covering end-to-end immigration services from pre-arrival strategy and visa advice to post-arrival compliances and in-country matters, Mahrukh is recognised for providing concise and practical solutions to her clients and business contacts in a timely and cost-effective manner. She is a regular speaker at international seminars and conferences and speaks on an array of topics covering different aspects of business and family immigration employment and HR best practices.

10:40-11:00 Coffee Break

paradiGM Morning: Ballroom Meeting Room

11:00-12:15 Leveraging In-Person Events for Marketing and Growth

In-person events have proven to be an incredibly powerful way to build and solidify relationships, foster honest discussions, and create valuable partnerships or business opportunities. Although in-person events haven't been heavily discussed at GMS/ParadiGM, they offer a unique chance for organisations to expand their network and influence. This session will explore:

- The power and benefits of organizing in-person events to build networks and relationships, and drive business growth.
- Event ideas that can be implemented on a smaller scale, like panel discussions, sponsored breakfasts, happy hours, or social gatherings catered to specific demographics (e.g., clients and prospects).
- The distinction between large-scale conference events and smaller, more cost-effective gatherings, and the respective impact of each on business growth.

We hope that you will take away from this session:

- Practical tips on how to organise impactful in-person events for your organisation, ranging from high-budget conferences to low-cost get-togethers.
- Insight into how in-person events can be leveraged to build your organisation's brand and strengthen relationships with clients and prospects.
- A sense of empowerment and actionable steps for planning and executing events that align with your organisation's marketing and business objectives.

Panel Chair:

Roman Zelichenko is a former US immigration attorney who left the practice of law to launch LaborLess, a tech startup that automates and streamlines H-1B visa compliance, as well as GMI Rocket, a digital marketing agency focused on the global immigration industry.

Panellists:

Inigo Lopez considers himself to be both multicultural and a world citizen. He travels as much as his personal and business life allows. He has lived in Ireland, the UK, France, Spain, and Brazil. Global Mobility is his dream industry. He landed here by chance in 2015 after 15 years in the Satellite Communications industry. He holds an MA in Telecommunication Engineering from the University of Cantabria and an Executive MBA from ESIC. Inigo is a native Spanish speaker and has business level fluency in English, French and Portuguese. Additionally, he has a B2 level in German and B1 in Italian.

Sophy King is currently president for Envoy Global. In this role, she is responsible for leading the Envoy Global team through a period of growth and expansion, while maintaining absolute commitment to the highest levels of service excellence. Sophy has 20 years of experience in global immigration, mobility, and consulting. Prior to joining Envoy, Sophy ran her own consulting firm specialising in transformational and immigration technology advice. Sophy served as Immigration Liaison at EuRA and is a co-founder of the paradiGM Community. Sophy holds a MA Cantab. in East Asian Studies (Chinese) from the University of Cambridge.

Latchi Delchev is a seasoned professional specializing in global mobility and immigration for the past 18 years. Currently, Latchi serves as the Strategic Director - Immigration at Mitratech, a tech company known for its immigration case management software INSZoom, as well as HR compliance and workflow automation platforms. In this role, she assists immigration law firms to enhance case management efficiency by leveraging technology. Latchi is passionate about building long-term relationships with clients, colleagues and partners by fostering a work environment based on trust and collaboration.

Amit Acco is a founding partner at Kan-Tor & Acco, one of Israel's leading corporate immigration law firms. He heads the firm's Israeli inbound team and holds an LLB with honours from the Faculty of Law at Thames Valley University in London, UK. Amit actively contributes to the legal community as a member of the Israel Bar Association's Committee on Foreign Workers and AILA GMS. He also serves as a director at the Israel-America Chamber of Commerce. Amit contributes to the community as a volunteer enforcement police officer with the Israeli Police and shares his expertise by teaching law at various institutes across Israel.

12:15-13:15 Standing Finger-Food Networking Lunch 1st Floor

13:30-14:20 The Politics of Global Mobility: Recent Elections and Shifting the Immigration Narrative

Global migration fuelled by population and environmental factors, food scarcity, economic and political unrest on the one hand - and the competition for global talent on the other – are key factors that mould domestic immigration policies. This expert panel will consider the importance of immigration as a solution to the deficit of talent and inability to fill roles that has been experienced in many countries. It will also consider why the anti-migrant counter argument has prevailed in many instances, in the wake of key political changes brought about by 2024's year of elections. Can we as immigration lawyers change the narrative and what does the future hold? This panel will explore:

- Current trends in global mobility.
- Does a change of guard impact immigration policy and processes?
- The role of social media in spreading misinformation and fuelling political violence and race riots.
- Why has immigration "topped the charts" in recent times as a perceived problem?
- Exploring the rationale for immigration as a solution for economies and societies, and the ethics of taking trained workers from the developing to the developed world.
- How can we, as immigration lawyers, influence and/or change the narrative, where immigration is often presented as problem?
- What does the future hold for global immigration policy?

Panel Chairs:

Jane Pilkington is a partner in Deloitte Ireland LLP with over 25 years' experience advising multi-national corporations to SME's, start-ups, and private clients on Irish business immigration. Jane's expertise covers a broad range of industries (financial services, life sciences, engineering and construction, technology, manufacturing to name a few). Jane has received many awards and peer-rated directory listings throughout her career and is described as client focused, efficient, a subject matter expert, excellent to work with and one of Ireland's leading business immigration lawyers. She is an Irish qualified solicitor, was previously partner in a Top 5 Irish law firm, and the managing director of the Irish branch of a global immigration company which she established, built, and managed.

Anita Ninan is a dual-licensed attorney admitted to practice in the US state of Georgia and in India. She is founder and principal of Ninan Legal LLC, a boutique US immigration law firm. Anita focusses her practice on US business immigration and nationality law, and global mobility. She has previous international work experience in a British multinational bank and national US law firms. Anita is an active AILA GMS member, having served on GMS Ex-Com from 2020-2023, chair and member of several committees. She is a Georgia Indo-American Chamber of Commerce Board Member, having served as prior chair and president. She also serves as Hon. Legal Advisor to the Indian Consulate General of Atlanta; advisory council member, Dean Rusk International Law Center, at University of Georgia School of Law, Athens, GA. Anita is a Georgia District Export Council member, one of 60 councils around the US, affiliated with the US Department of Commerce.

Panellists:

Heather Segal is a principal at Segal Immigration Law, based in Toronto, Canada. She has over 28 years of experience in immigration law. She practices Canadian immigration law and consular/border law for US entries. She has been voted by her peers as one of the "World's Leading" and "Most Highly Regarded practitioners in Corporate Immigration Law in "Who's Who Legal Corporate Immigration and "Best Lawyers in Canada." Her experience includes sitting as an elected Director to the AILA Board of Governors for 10 years. She has volunteered on the National Liaison Committee with the US Department of Homeland Security, Customs and Border Protection and the Department of State National Liaison Committee.

Jelle Kroes specialises in corporate immigration, employer compliance issues, and nationality law with an emphasis on professional athletes. He studied French law at the University of Grenoble for two semesters and holds a law degree of the University of Amsterdam. Jelle started his career as a lawyer with a full-service law firm specialising in immigration law for 25 years. He is a past chair of the immigration law committee of the Netherlands Bar Association, co-founder of the Dutch Immigration Practitioners Association (SVMA) and past chair of the immigration and nationality law committee of the IBA. Jelle is currently a vice-chair of the IBA Global Employment Institute (GEI) and a board member of the European Immigration Lawyers Network (EILN).

Shalini Agarwal is an Indian and UK qualified attorney, focussing exclusively on India law and jurisdiction. Her expertise lies in advising international companies on matters relating to Indian employment and immigration law. Shalini regularly works with in-house counsel, HR heads, and international law firms to support their requirements in India. She advises on complex entry strategies, employment and business visas, and post-arrival formalities. Shalini has been counselling companies for over 30 years. Given her presence in the UK and offices in India, Shalini and her team are available to assist across two time-zones (India and GMT). Global mobility is a core practice area for the firm and Shalini has been recognised as a global thought leader by WWL, Lexology in their 2024/2025 Corporate Immigration directory. Shalini also features on the highly recommended list of Indian employment lawyers.

Adrian Ojeda-Cuevas graduated with Honours from Escuela Libre de Derecho in Mexico City in 1999, from Boston University's LLM in American Law in 2002, obtaining the Outstanding Achievement Student award. He is the managing partner of Ojeda, Ojeda y Asociados, a Mexican law firm founded in 1968. He practices immigration, entertainment, and corporate law. Adrian is co-author of La Migración en México-Estudio práctico corporativa (Migration in Mexico - Practical analysis of corporate immigration) published by ISEF in 2018 and contributes regularly with articles to the Mexican legal magazine Abogado Corporativo published by Thomson Reuters. He teaches corporate immigration at Panamerican University in Mexico City. Adrian was president of the Mexican Corporate Counsel Association (ANADE) 2019-2020, and a member of the board of the General Council of Mexican Lawyers (CGAM). He is on the membership subcommittee of GMS, communication officer of the immigration and nationality law committee of the IBA, and active member of the International Association of Lawyers (UIA), and the Mexican Bar Association (BMA).

14:30-15:20 Learning the Hard Way: Law Practice Failures and Important Wellness Lessons from Experienced Practitioners

"Learned the hard way" is a phrase that implies gaining knowledge, wisdom or understanding why personally going through a challenging or difficult situation rather than being told or taught. The learning here often comes with a painful experience or mistake that leaves a lasting impact leading (hopefully!) to better decision making or behaviour in the future. Join this panel of experienced practitioners as they reflect on failures and lessons learned in the following areas:

- Human Resources
- Business Development
- Personal Development
- Practice Management

Panel Chairs:

David Heneghan is a partner in the immigration group at Addleshaw Goddard Ireland LLP, a leading corporate law firm based in Dublin, Ireland. David is an experienced practitioner having worked for over 12 years across a broad client base incorporating US and EMEA law firms, multi-jurisdictional corporate clients as well as high net worth individuals and investors. David advises on a wide range of issues including naturalisation, residency and citizenship; permission to remain; post-nuptial citizenship; visa applications; and employment authorisations to include critical skills employment permits, general employment permits, intra-company transfer employment permits, and contract for services employment permits. An accomplished public speaker, David has been invited to present regularly on complex immigration and global migration topics at many European, US and Global Immigration conferences.

Chetal Patel is head of immigration at Bates Wells in London, UK. She specialises in business immigration with a particular focus on work visas, visits to the UK, and options for HNWs and those of extraordinary talent. She has an interest in immigration compliance and the impacts of the UK's hostile immigration environment. Chetal also provides commentary to journalists on business immigration related matters. Her clients operate in a variety of sectors, and she has experience in acting for well-known media figures, high net worth individuals, start-ups, not-for-profit organisations and multinational companies. Chetal currently serves as the AILA GMS Chair. She is also a member of the IBA and is recognised in legal directories for her work, including Best Lawyers, Citywealth, Chambers High Net Worth, Chambers and Partners, Legal 500, Spears 500 and Who's Who Legal.

Panellists:

David L. P. Garson is the managing partner of Garson Immigration Law. He has been practicing immigration law for over 30 years and is certified by the Law Society of Ontario as a Specialist in Immigration Law. According to the "International Who's Who of Corporate Immigration Lawyers," David is rated as one of the highly regarded individuals in immigration law in Canada. He advises clients on immigration issues related to conducting business across international borders. His client roster includes senior executives and individuals, as well as institutions and large multinational organisations. David acts for major IT companies involved in semiconductor design innovation, Enterprise Content Management, software development and IT finance solutions. David has practiced in the field of immigration law since 1988 and is a past Chair of the CBA-Ontario, Immigration and Citizenship Section, and the Canada Chapter of AILA.

Helle Holm Thomsen founded Holm/Thomsen Law in September 2023, based in Copenhagen. Prior to this she has been a partner in another Danish law firm. Helle has more than 20 years of highly specialised knowledge of immigration law, having combined it with international family law, particularly in the context of international relocation, which typically triggers complex family legal issues which need to be addressed. Within immigration, she has experience within a range of areas which covers both corporate and private immigration as well as naturalisations cases.

Daniel Parisi is the founder of DJP Immigration in Madrid, Spain. He has practiced US immigration law since 2003, and his personal focus is on consular processing and waivers of inadmissibility. Daniel has spoken on issues of consular practice for many international organisations and has authored numerous publications on this topic. Daniel is an Elected Director of AILA and has served for eight years on AILA's national Department of State Liaison Committee, of which he spent two years as chair. He is an active member of AILA's overseas chapters and is a Past Chair of AILA's RDC-EMEA Chapter, has served AILA's Global Migration Section as a member of its steering committee and has been a member of AILA's LGBTQ+ Interest Group. He is the Vice-Chair of AILA's DEI Committee, he serves on AILA's Client Resources Committee and is a past chair of AILA's Law Student Engagement Committee.

Michał Kacprzyk partner, head of immigration and global mobility practice, JD, LLM; Michał specialises in all aspects of employing foreigners in Poland, including implementing the most effective practices. In addition, he advises on the international mobility of employees, complex issues related to corporate immigration at all stages of people planning and hiring, as well as the posting of workers to provide services abroad. His expertise covers all cross-border HR aspects. He supports clients in coordinating and implementing all their national and international HR requirements. He is an author of many publications and comments in scientific journals and newspapers.

15:20-15:40 Coffee Break

15:40-16:30 Tech-Enabled Immigration Services – Skirting the Pitfalls

This panel will examine the adoption of tech-enabled models by practitioners at a time of growing awareness of the limitations of generative AI. In addition to the perils of automating tasks which require thoughtful judgement and the application of legal expertise, general purpose AI tools may not be carefully designed and monitored to comply with either attorney client confidentiality regulations or data privacy laws such as GDPR. This panel will explore the privacy risks and ethical pitfalls in the context of four common lawyer uses of AI and offer practical tips for safeguarding the use of AI tools within an immigration law practice. This panel will explore:

- Areas of concern, including attorney client privilege and the duty to safeguard sensitive data.
- Legal research and the dangers of AI "hallucination".
- Litigation prep – using AI to summarise a defined set of case law.
- Meeting assistance and transcription tools – what does AI do with participant data?
- Document summary and drafting tools for petitions and applications.
- Taming the beast – practical steps to limit when an AI tool can retain and limit permissible uses of data.
- Using AI tools in your day-to-day practice whilst ensuring compliance with legislation.

Panel Chair:

Karin Wolman is a New York immigration attorney serving organisations and individuals across a variety of industries from healthcare, science and academia, finance and technology to the graphic, culinary, performing and fine arts. She advises institutional clients on immigration compliance, work visas and green cards for hiring, workforce planning and retention. She advises individuals on temporary visas, obtaining and maintaining permanent residence (green card), and US citizenship. She helps plan appropriate visa strategies for transitions from student to professional, job and career changes, and to unite family members. A graduate of Columbia University and UCLA School of Law, Karin began working on performing artist visas for the Brooklyn Academy of Music when the O&P visa categories were introduced in 1992. She has been named to SuperLawyers since 2016, Forbes Advisor Best Immigration Lawyers in New York City 2024, and Best Lawyers in America New York immigration lawyers 2025.

Panellists:

William Hummel is partner at Garfinkel Immigration law firm based in Charlotte, NC, USA. He is certified as a Specialist in Immigration Law by the North Carolina State Bar and supervises and manages his firm's education specialty practice group, which provides solutions to the education community, including teachers, professors, administrators and infrastructure personnel. He has extensive employment-based immigration experience including the preparation of non-immigrant visa petitions as well as with green card applications, student visas, and the PERM process. Further, William supports clients with global (non-US) immigration matters and oversees the firm's family-based immigration practice.

Alessia Ajelli is a senior associate and corporate immigration attorney of the Italian law firm LCA Studio Legale. She is the manager of the project Your Way to Italy and coordinates a team of attorneys and paralegals based in Italy to provide immigration and citizenship services. Alessia's practice focuses on managing corporate immigration cases for multinationals, Italian and foreign companies, immigration cases for private clients as well as Italian citizenship cases. She advises businesses and individuals on Italian immigration options, provides right-to-work and immigration compliance guidance and aids with Italian citizenship cases by descent, residence and marriage. Alessia is currently a member of paradiGM Community, AILA GMS, where she also serves on the steering committee (2024–25) and is chair of the AILA GMS Consular Liaison Committee for 2024–25.

Nicola Tiffen leads a national immigration practice within one of New Zealand's largest law firms, Duncan Cotterill. Nicola has specialised solely in immigration law for over 23 years and has practised in more than one jurisdiction over the course of her career. She and her team provide advice on all types of immigration to New Zealand, assisting both individuals, including high-net worth individuals, as well as corporates and employers.

Tommy Angermair is partner at the Danish law firm CLEMENS. He is an experienced expert in corporate immigration law and mainly advises multinational corporations, including several Fortune 500 corporations, on strategies for importing highly skilled workforce and execution thereof. Tommy is renowned for focusing on both legal and commercial aspects and has consistently been ranked by Who's Who Legal as a Global Leader and a Thought Leader within corporate immigration as the only Danish lawyer. He has been consecutively ranked as a leading employment lawyer in Denmark by Chambers (Europe) and Legal 500 (EMEA) for several years. Tommy is a frequent speaker at international legal conferences, including AILA-GMS and IBA events, on topics related to immigration and mobility.

GMS Afternoon: Ballroom Meeting Room

16:40-17:30 How Consulates Assist their Citizens Abroad

This panel will discuss how different countries' consular posts/Ministries of Foreign Affairs provide services to assist their citizens abroad. Not only will you discover what differences there are between countries offerings, but the panel will help you understand what consular citizen services your clients can expect when travelling and relocating abroad. We look at:

- Production/procurement of biographical documents such as police clearances.
- Registering births marriages and deaths at consulates.
- Filing of citizenship claims from adults abroad/renunciation of citizenship abroad.
- Issues concerning that country's social security and military service obligations.
- Voting at the consulate.
- Consular statements needed for other countries legal systems.
- Consular assistance in case of emergency.
- Services for citizens and non-citizens: notarization of documents for use within the country.

Panel Chair:

Maria Lianides Çelebi is a senior partner and head of the Immigration Department at Bener Law Office in Istanbul, Türkiye. Within AILA, Maria was chair of GMS (2011-2014, 2021-22), chair of RDC (2008) and a member of the International Ops and Ethics Committees. She is the Türkiye member for the Alliance of Business Immigration Lawyers and past chair of Ius Laboris Immigration International Practice Group. She has authored a white paper and articles on US and Turkish immigration law and spoken at numerous international conferences. She is the recipient of the RDC Ed Gudeon Memorial Service Award. She has been a California Bar member since 1993.

Panellists:

Petra Pardatscher studied business law and business administration at the Vienna University of Economics and Business, where a passion for solving complex legal challenges became evident. After gaining valuable experience as a tax associate at PwC, Petra decided to become a lawyer. She joined a newly established law firm in Vienna, where she specialised in corporate law and immigration law. Petra helped to build, grow and shape the law firm over the years and ultimately left as a partner to pursue an independent path. She has been working as a sole practitioner since 2023 and now focuses on business immigration, Austrian citizenship, private client matters, corporate law and employment law.

Bushra A. Malik is a shareholder at Butzel Long with more than 20 years of immigration experience. Bushra advises her clients on US immigration and global migration; specialising in employment and family-based petitions; naturalisation matters; currency seizures; and work and residence permits worldwide. She was a Foreign Service Officer with the DOS; clerked at EOIR/Chicago Immigration Court; and externed with UNHCR in New Delhi, and the INS HQ, in Washington, DC. She graduated from the University of Michigan Law School and MSU's James Madison College. Bushra is currently serving as the chair of the Business Track for the AILA Annual Conference. She previously served as chair of the AILA Michigan Chapter; on the AILA Board of Governors; chair of AILA's GMS; the DOS and CBP National Liaison Committees; and speaks regularly at AILA conferences.

Bianca Nicholls is the head of immigration and a corporate immigration expert at IBN Immigration Solutions. Bianca is a South African and holds an LLB. She completed her articles of clerkship at Edward Nathan Sonnenbergs Inc. "ENSAfrica", where she spent 8 months in the tax department and a year and a half in the intellectual property department, specifically trademarks. She is currently admitted as a non-practising attorney of the Western Cape High Court. Furthermore, Bianca has over eight years' experience within the mobility industry, specifically African immigration.

Poorvi Chothani is the founder and managing partner of LawQuest, an immigration and employment law firm with offices in Mumbai, Florida, and New York. Licensed in India, the US, and England & Wales, she is a leading expert in US and Indian immigration laws. Poorvi is a founding member of AILA's Bangkok District Chapter (BDC) and Global Migration Section (GMS), holding key leadership roles, including Chair. She co-chairs the Immigration & Nationality Law Committee at the IBA and regularly contributes to AILA, ABA, and prominent publications like The Economic Times. Recognised as an Elite Thought Leader by Who's Who Legal since 2009, she advises businesses, students, and individuals on global immigration matters. Renowned as "the best of the best in India" by peers, Poorvi is a sought-after speaker and contributor to major organisations, including ABA's The Road to Independence.

Thomas Giese joined the German Federal Foreign Office in July 2004. He worked as a consular officer in Minsk/Belarus (2007-2010:), Tel Aviv/Israel (2010-2014), and Beijing/China (2018-2022). In August 2022, he joined the small consular team of the German embassy in Athens, where he oversees the visa section as well as of providing consular services and assistance to German residents and tourists in Greece.

19:00-22:00 Group Dinner at Taverna Klimataria

Sit down dinner at local taverna with traditional Greek food

Saturday, 15 February

GMS Morning: Ballroom Meeting Room

9:00-9:50 Ethics, Compliance, and Managing Client Expectations

The increasing international mobility of customers and the multiplicity of commercial relationships leads to a growing exposure to the risk of money laundering and terrorist financing. European entities have developed several control and prevention mechanisms that subject professional stakeholders such as banks, real estate agents and lawyers to an increasingly wide range of obligations. How can you keep up to date? How can you implement them? How can you manage the relationship and expectations of customers regarding the information required and the procedures that delay due diligence? The panel considers both the mechanics and ethics of mobility and how legal representatives have a duty to ensure that the highest standards are observed by institutional clients. This panel will explore:

- Client due diligence in the context of domestic, European and International rules and regulations.
- Sanctioned countries.

Panel Chair:

Gary McIndoe has practised UK-inbound immigration, nationality and refugee law for more than 30 years. He is the founder and Managing Partner of Latitude Law, and over the past 17 years, he has built the firm into one of the largest specialist immigration law teams in the UK. Gary is internationally recognised as a leader in his field by Lexology, Chambers & Partners and Legal 500.

Panellists:

Sara Sousa Rebolo is one of Prime Legal founders. She has been practicing in the areas of immigration, real estate law, and foreign investment law for over 10 years and has been responsible for private and business investment operations and processes, advising national and international clients of diverse nationalities. Sara regularly intervenes in drafting of contracts, due diligences, negotiations and licensing, monitoring, with Portuguese public and private entities, the various processes that clients develop in Portugal, as well as civil issues associated with their mobility to Portugal within the scope of the scope of residency and citizenship processes. Sara is certified in investment migration by The Investment Migration Council (IMC), is a co-founder of the Portuguese Association of Immigration, Investment and Relocation (PAIIR), and has been recognised as one of the top 25 lawyers by Uglobal Immigration Magazine.

Ellen Freeman is the founding partner of Ellen Freeman Immigration Law Group, PLLC. With 25 years of experience, Ellen has been recognised for her expertise as the Lawyer of the Year for 2024 by Best Lawyers in America and Thought Leader by Who's Who in Corporate Immigration and Lexology's Client Choice Award Winner. Ellen served as an elected board member of the Board of Governors of AILA (2018-2021) and on the Editorial Board for Immigration Law for Law 360. She is the past chair of the GMS and serves on its Business Immigration Taskforce. Ellen serves on the Boards of Vibrant Pittsburgh, Literacy Pittsburgh, United Way Women Leadership Council and is the recipient of the 2018 Pittsburgh Business Times Women of Influence Award and 2023 Women of Achievement Award from Cribs for Kids.

Lucy Magardichian comes from a diverse immigration law background having practiced immigration law for over two decades. With deep knowledge and understanding of the immigration law intricacies, she offers clients strategic, innovative and creative solutions to the most complex immigration matters. She represents clients from various sectors including technology, financial services, healthcare, hospitality, fashion, art, entrepreneurs and investors seeking to establish businesses in the US.

Bernard Caris is a member of the Dutch-speaking section of the Brussels Bar Association since 1994, and he is a partner at the Brussels and Antwerp based law firm Younity. His practice is focused on inbound Belgian business immigration in various sectors, including ICT, consultancy and legal services, medical sector, entertainment,.... He assists clients with obtaining work permits/single permits/EU Blue Cards (employees), professional cards (self-employed), visa and residence permits for family members,.... Related issues, like tax and social security consequences, long term residence, citizenship, …, are also part of his practice. Bernard is a regular speaker at conferences. He has written several articles in the business immigration practice area. Who's Who Legal/Lexology recognizes him as a specialist and a "Thought Leader" in the field of business immigration.

GMS Morning: Ballroom Meeting Room

10:00-10:50 Working Across Cultures in Global Mobility Practice

In the field of global mobility, practitioners deal with people from different countries, cultures and backgrounds every single day. Most are no strangers to both the challenges and the opportunities this multi-cultural environment presents, but a trial-and-error approach is often taken to determine what works and what doesn't when assisting people from different cultures. Join this panel as it takes a deeper dive into a framework for how different cultures deal with, and understand, key aspects of working across different cultures. This panel will explore:

- Cultural misunderstanding and miscommunication in practice.
- Communication – high versus low context cultures.
- Decision making – top down versus consensus cultures.
- Leadership – top down versus egalitarian cultures.
- Feedback – direct versus indirect cultures.
- Putting knowledge into practice.

Panel Chair:

Audrey Lustgarten is a co-founder of paradiGM and managing partner of WR Immigration's global practice. Based in the US, she has practiced immigration law for more than 15 years, focusing exclusively on global (non-US) immigration law. In this capacity, she and her team provide companies with a one-stop source for comprehensive global immigration assistance around the world. This includes procuring employment visas, work permits, residence permits and business visas for key employees. Audrey is licensed to practice law in Michigan and Georgia. She has held leadership roles with the ABA, AILA, and Refugee Family Services, a nonprofit dedicated to helping refugees attain self-sufficiency in the US.

Panellists:

Daniela Lima SGMS-T, is the VP Immigration Americas in Newland Chase/CIBT. She has more than 20 years' experience in Brazilian immigration law, outbound immigration, relocation matters and advising multinational companies on executive transfers to Brazil and Latin America. Daniela is fluent in Portuguese, English, and Spanish, graduated in Law Studies and has an MBA in Strategic Management and Business Economics. She is an active member and regular speaker at AILA, the IBA, and the Employment Relocation Council (ERC). She is also a founder and counsel member of the Brazilian Association for Immigration and Global Mobility Specialists (ABEMMI). ABEMMI today plays an important role dialoguing with all government spheres and embracing the community together. She is a co-founder of paradiGM and is excited to build an inclusive global community that will support future generations of professionals in the industry.

Yuu Shibata is an Italian immigration and EU legal practice manager at Mazzeschi SRL, based in Milan, Italy. Holding a PhD in EU Law from the University of Bologna, Yuu has been providing strategic advice on business immigration since 2018. She primarily works with corporate clients, specializing in Italy-Japan relations and helping businesses navigate the complexities of EU and Italian legal frameworks for seamless immigration processes. Yuu is an active contributor to publications on EU and Italian law, focusing on immigration and business matters. Her blend of academic expertise and practical experience enables her to support companies in navigating immigration processes effectively. She is also a co-founder of paradiGM.

Noriko Kurotsu is director of global immigration at McCown & Evans LLP. She advises organisations of all sizes on how to navigate immigration rules around the world. Noriko's experience includes the management of both large and small-scale international moves for a wide variety of industries including the engineering, esports, finance, retail, and IT sectors. She assists companies in developing internal global immigration compliance programs. Noriko is also known for her skill in providing strategic immigration guidance to organisations wishing to expand globally.

Kim Bowen is a partner on the employment law and benefits team at Mason Hayes and Curran LLP, Dublin, Ireland, specialising in business immigration. Her diverse immigration practice covers the full range of corporate and private immigration matters, including employment permit applications and all other Irish immigration permissions sought by non-EEA nationals and their families in Ireland. This includes citizenship applications, long-term residency rights, and visa applications. Other services include residency registration, EU treaty rights, and family reunification. Kim's works closely with many multi-national and start-up companies as well as private individuals to ensure mobility is seamless and immigration requirements are adhered to. Kim's professional memberships include IBA (speaker at conferences), AILA (speaker at conferences), Worldwide ERC and Volunteer on the WERC Global Immigration Policy Forum, and the Irish Immigration Lawyers Association.

10:50-11:10 Coffee Break

11:10-12:00 Engagement Letters and RFPs

This panel will discuss how global immigration firms can streamline engagement letters with local subject matter experts creating consistent and predicable agreements that address the unique needs of global clients. The panel will discuss strategies for harmonising terms, ensuring transparency and building strong collaboration between global and legal experts. The panel will also 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 clients. Panellists will also discuss the value of client feedback and the need for efficient team management when building a client base. This panel will explore:

- Standardising scope of services.
- Liability and risk management.
- Fee structures and billing.
- Compliance and local/global regulations.
- Balancing local autonomy with global firm oversight.
- Common RFP requirements - must-haves and deal breakers.
- What are "fairly arbitrary" requirements? How to advocate for your candidacy without inadvertently disqualifying yourself?

Panel Chair:

Zara Najam is a business immigration attorney with experience leading corporate immigration strategy and operations teams for high-volume programs. As a senior product manager on the Amazon Business Mobility Team, she currently leads development of products to streamline immigration and business travel processes for the business and employees.

Panellists:

Kim Vowden is a partner at Kingsley Napley LLP. Kim covers all areas of UK business immigration law and leads a team advising a wide range of clients, from entrepreneurs and start-ups to multinational corporations. He also advises individuals on family visas, the EU Settlement Scheme and British citizenship.

Jordan Gonzales is a seasoned U.S. licensed attorney specializing in global mobility and cross-border immigration solutions. With nearly a decade of experience, he has built a reputation for delivering tailored legal strategies to multinational corporations, entrepreneurs, and individuals navigating complex immigration systems. Jordan's expertise spans employment-based visas, compliance management, consular processes, and global workforce mobility, providing comprehensive support for seamless international transitions. Recognised as a trusted advisor in the field, he combines deep legal knowledge with a client-focused approach, ensuring strategic and efficient solutions for businesses and individuals operating across multiple jurisdictions.

Marco Abellán Acevedo is an attorney specialised in corporate and individual immigration law with over 16 years of experience in the field. Originally from Costa Rica, he has provided legal counsel to numerous immigrants and businesses on both national and international immigration processes. He has worked with individuals from various countries, assisting them in obtaining residency permits, naturalization, and resolving legal issues related to immigration.

Nina Perch-Nielsen has studied law at the University of Zürich as well as Copenhagen and completed her Master of Law degree in Zürich, where she was also admitted to the Bar in 2004. After having spent time assisting Swiss nationals to move abroad, she has been practicing Swiss immigration law since 2007. As a partner at Blue Lake Legal Ltd., which she co-founded in early 2018, she works to represent corporations and individuals in Swiss immigration matters. She has organized company moves to Switzerland from an immigration perspective, advised entrepreneurs intending to set up a business in the country and facilitated mobility based on large as well as small companies' needs. In addition to this she gives trainings on Swiss immigration law and assists clients with audits.

GMS Morning: Ballroom Meeting Room

12:10-13:00 Is the Future of Global Immigration Practice More Business than Law? What Lessons Can We Learn from the Tech Sector?

As new technologies completely disrupt sectors, there is much that law firms can glean from the strategies powering the world's most dynamic tech companies. This panel considers whether it is time for a new vision of professional services, one built around growth, innovation and agile models of working, which can deliver the levels of service your corporate client's demand. The panel will discuss practical ways that legal firms can replicate the success of the best startups, from building integrated go-to-market strategies to evolving new revenue models that account for AI. This panel will explore:

- Corporate clients – what do they want and what do we need to do to meet their needs?
- AI's role in the business of immigration law? Measuring profitability using AI to transition away from billable hours.
- Will immigration lawyers become obsolete?
- Analytics and business immigration – where do they meet?
- Breaking the sales-marketing binary with a go-to-market strategy.

Panel Chair:

Zain Ali is the CEO and co-founder of Centuro Global, an AI-powered practice revolutionising global immigration and corporate legal services. With over a decade of legal experience, Zain began his career at the international law firm Bird & Bird, as well as an in-house legal counsel before starting Centuro Global. He has advised clients ranging from startups scaling to unicorns to some of the world's largest companies, supporting global operations in over 100 countries. Under his leadership, Centuro Global earned the prestigious Best AI/Machine Learning Award at the Go:Tech Awards 2024. A seasoned lawyer, Zain's global perspective is shaped by his professional journey across three continents, including stints in Buenos Aires, Beijing, and his hometown of London. A regular speaker at industry events, and a TedX Speaker, Zain is known for his insights on global mobility, innovation, and AI's transformative role in the legal industry.

Panellists:

Karolina Schiffter has almost 20 years of experience in handling immigration and labour law cases. She has been recognised among the 25 Top Women Lawyers in Business in 2023 by Forbes Women and the Women in Law Foundation. A valued expert in the field of employee relocations, Karolina has built one of the largest immigration and global mobility teams operating within a law firm in Poland. She regularly publishes articles in daily newspapers and scientific journals in addition to being an active member of international organisations, regularly invited as a speaker to international conferences. (Bio from 2024)

Natasha Hotson principal, UK-qualified immigration lawyer; heads up the UK immigration practice at Clintons; advises across the full range of UK immigration and nationality applications, representing a wide range of clients spanning all industry sectors, including talent, media and entertainment companies, start-ups, SMEs, entrepreneurs and high-net worth individuals. Natasha also consults regularly with Home Office policy makers and liaises with industry representative bodies to inform their discussions with government on immigration policy development. She recently featured in the BBC documentary The Real Mo Farah where she provided Olympic British track athlete, Sir Mohamed Farah, with immigration advice in connection with the deprivation of British citizenship.

Pavan Dhillon is the founder and principal attorney of Dhillon Immigration Law, a boutique firm based in Seattle, WA, specialising exclusively in Canadian immigration (outbound to Canada). Based in the United States, Pavan has built a unique practice providing strategic advice to corporate clients, ranging from publicly traded companies, regional organisations, and venture capital firms to startups. With over 20 years of experience, she is a trusted partner in navigating Canadian temporary and permanent resident pathways, offering strategic and tailored immigration solutions. As a first-generation Indian-Canadian and immigrant to the US, Pavan's personal connection to the immigrant experience fuels her passion for excellence. Her passion for immigration law matches her dedication to providing efficient, innovative solutions that align with her client's immediate and long-term objectives. Pavan holds a Bachelor of Laws (LLB) and a Bachelor of Civil Law (BCL) from McGill University.

Lisa Atkins is a partner/head of global immigration at Tafapolsky & Smith LLP a boutique corporate immigration firm based in San Francisco, CA. She represents clients in both US and global mobility related immigration law matters. Prior to joining T&S, Lisa worked at a large international law firm in Washington, DC and served as the director of immigration policy at the US Chamber of Commerce where she worked with various members of the business community to advocate before Congress and the administrative agencies for sensible immigration policies. When not at work, Lisa enjoys spending time with her family outdoors exploring the San Francisco Bay Area - hiking and paddle boarding. She is an avid baker/cook and enjoys experimenting with new recipes and finding hidden local restaurants.

Phillip Yip is the principal solicitor and director of Phillip Yip & Associates Pty Ltd. Phillip represents overseas and local employers to provide temporary and permanent work visa solutions for employees to work and live in Australia. Phillip's clients range from global companies to boutique niche businesses and startups that operate across all major and emerging industries. He represents private individuals in relation to residence and nationality applications as well as immigration appeals to administrative appeals tribunals and to the Federal and High Courts of Australia. Phillip is admitted to practice in the Supreme Court of New South Wales and the High Court of Australia. He holds specialist accreditation in Immigration Law from the Law Society of New South Wales. He is a Fellow of the Migration Institute of Australia and a Public Notary. (Bio from 2024)

13:00-14:00 Standing Finger-Food Networking Lunch 1st Floor