

The 7th Annual IFSEA International Conference on Risk, Reward and Reputation Management Issues for Senior Executives & Founders

Tuesday, 16 June 2026, 8.00 am – 6.00 pm (Closing Drinks 6.00-7.30pm)
Welcome Evening Drinks Reception: Monday, 15 June 2026, 6.00 pm – 8.30 pm
 Venue: Saddlers' Hall, 40 Gutter Lane, London EC2V 6BR

IFSEA 2026 Conference Programme

Headline Speaker – Tiernan Brady:



Tiernan Brady (UK) - Human rights campaigner; former Executive Director of The Equality Campaign (the Yes campaign for marriage equality in Australia); former Political Director of Yes Equality (marriage equality campaign in Ireland); former Director of Inclusion (now consultant) at Clifford Chance.

Monday 15 June 2026	
18.00-20.30	<p>Welcome Evening Drinks Reception</p> <p>Sophie Williams, Author of The Glass Cliff - Back by Popular Demand!</p> <p><i>What is The Glass Cliff and How Does it Play Out Internationally?</i></p>
	<p>A relaxed discussion over drinks with Sophie Williams, interviewed by Emma Sangeelee, Partner, CM Murray LLP, on: What is the Glass Cliff, how does it play out internationally and what makes it more or less likely to impact women and other underrepresented leaders around the world?</p>
Tuesday 16 June 2026	
08.00-08.30	Registration and Breakfast
	Opening Plenary Session
08.30-09.20	<p>Tainted by Association: When Proximity or Passivity Become Reputational Risk</p> <p>Executives can find their reputations damaged not because of what they did, but because of what they failed to spot or stop. This panel examines how being “around” problematic behaviour-weak culture, poor leadership, or unchecked bad actors-can be enough to trigger scrutiny from boards, regulators and the market. We’ll explore the impact of active leadership that shapes culture for the better, and the dangers of passive leadership that overlooks warning signs and inadvertently signals tolerance. The panellists will offer practical guidance on accountability, early intervention, documentation, and protecting both personal and organisational credibility.</p> <ul style="list-style-type: none"> • Elaine Banton – 7BR (UK) - Barrister – employment and discrimination law

	<ul style="list-style-type: none"> • Kelly M. Dermody - Lief Cabraser Heimann & Bernstein, LLP (San Francisco, USA) - Managing Partner and Employment lawyer • Michael Gonzalez - Clarity Global (UK) - Senior Vice President, Corporate Communications • Tracey Groves - Intelligent Ethics Limited (UK) - Founder and Director, Corporate ethics, culture and governance specialist • Chair: Joydeep Hor - People + Culture Strategies (Australia) - Founder and Managing Principal, Employment lawyer and people-management strategy specialist
09.20-09.30	Welcome - Conference Chair Clare Murray , CM Murray LLP (UK)
	Plenary Session
09.30-10.20	<p>As We Move Forward: The Headaches Heading for Practitioners</p> <p>The next two years promise no shortage of challenges for in-house teams and private practitioners alike. This fast-paced session highlights the issues most likely to cause sleepless nights: shifting regulatory expectations, cross-border employment and data obligations, disputes super-charged by AI, and increasingly complex governance demands from boards and investors. We will cut through the noise to identify the trends that matter, the traps to avoid, and the practical steps practitioners can take now to stay ahead-rather than firefight later.</p> <ul style="list-style-type: none"> • Miriam Bruce - Mayer Brown (UK) - Employment Litigation & Counseling, Employee Benefits & Global Mobility lawyer • Anders Etgen Reitz - IUNO (Denmark) - Chairman of the Board, Partner and specialist in HR Legal and Technology & Data • Nick Leale - CM Murray LLP (UK) - Partner, Professional Discipline and Regulation • Natalie A. Napierala - Carlton Fields (New York, USA) - Partner, Securities litigation, white-collar crime, and government investigations attorney. • Chair: Danny Kaufer - Borden Ladner Gervais LLP (Montreal, Canada) - Senior Counsel & Co-Chair, Sports & Gaming Law Group
	Breakout Sessions
10.25-11.10	<p>Remote Work: The Real Impact of Ignoring Compliance for Distributed Executive Teams</p> <p>Remote and hybrid models have outpaced many employers' compliance frameworks. This session highlights the complexity of managing globally scattered executives and teams: tax exposure across borders, compliance gaps when work happens "anywhere", and the often overlooked broader financial and HR issues that apply even in a spare bedroom. We'll outline the practical issues that HR teams and advisers must take to stay compliant, control cost, and avoid unnecessary exposure or regulatory breaches-while still supporting the flexibility senior talent now expects.</p> <ul style="list-style-type: none"> • Terri Connolly - Taft (Chicago, USA) - Partner, Employment law and litigation attorney

	<ul style="list-style-type: none"> • Anne Davies - Richardson Lissack Limited (UK) - Partner, Business crime, health and safety regulatory investigations and prosecutions lawyer • James Hockin - Withers (UK) - Partner, Employment lawyer • Mathilde Houet-Weil - Weil et Associes (France) - Employment and labor-related litigation lawyer • Chair: David Yewdall - BDO (UK) - Partner, Global Employer Services <p>Sanctions, Tariffs and Directors’ Liability: What Every Board Must Know</p> <p>Sanctions and trade measures now carry real personal risk for directors (and LLP members), yet the UK and international guidance is often sparse. This session lifts the lid on the practical exposures: how sanctions and tariff rules interact with executive, director and LLP member duties; what “reasonable care” looks like in supply-chain and market-entry decisions; and how boards can evidence their thinking to withstand regulatory, investor or parliamentary scrutiny. With anonymised case examples highlighting where well-run companies still trip Up, attendees will leave with a clear set of governance steps to strengthen oversight and reduce personal liability.</p> <ul style="list-style-type: none"> • John Binns - BCL Solicitors LLP (UK) - Partner and Criminal lawyer • Raphael Brunner - (Switzerland) - MME Legal & Tax, Partner, International Commercial, Trade and Logistics Lawyer, President of the Swiss Maritime Law Association • Alex Haines - 4 Pump Court (UK) - Barrister • Todd M. Young - Hinshaw & Culbertson LLP (Chicago, USA) - Partner and Business and Commercial Transactions Lawyer • Chair: Corinne Staves - CM Murray LLP (UK) - Partner, Partnership, LLP and Professional Practices Lawyer
<p>11.10-11.30</p>	<p>Coffee Break</p>
<p>11.30-12.15</p>	<p>Breakout Sessions</p> <p>Exits in the Spotlight: Navigating Good Leavers, Equity Interests and New Employment Laws</p> <p>Senior executive exits can be fraught, fast-moving and highly visible. This panel looks at how to handle sensitive transitions with discretion and discipline, from retention risks and separation negotiations to disputes over “good leaver” and “good reason” provisions. We will consider the legal and tactical impact of recent UK and international legal developments and share strategic approaches to reaching outcomes that aim to protect the business, the executive and the wider leadership narrative.</p> <ul style="list-style-type: none"> • Anna Birtwistle - Farrer & Co (UK) – Partner, Employment and Partnership lawyer • David Lowe - Rudy, Exelrod, Zieff & Lowe, LLP (San Francisco, USA) - Employment litigation attorney • Katherine Flower - Burges Salmon LLP (UK) – Partner, Employment lawyer • Dr. Johannes Traut - Seitz (Germany) – Partner and Co-head of seitz.digital, Employment and data protection law specialist • Chair: Veena Gopalakrishnan - Trilegal (India) - Partner, Labor and Employment lawyer, cross-border M&A and workplace inclusion specialist

	<p>Cross-Border Deals: Key Employment and Regulatory Due Diligence Issues</p> <p>A practical look at employment, executive compensation incentive and regulatory traps in cross-border M&A transactions-and how to approach due diligence on data security, GDPR and AI risks in transactions without slowing the deal.</p> <ul style="list-style-type: none"> • Ming Evans - Smiths Plc (UK) - Global Employment Associate General Counsel • Dr. Thomas Granetzny - Freshfields (Düsseldorf, Germany) - Partner, Employment and Pension lawyer • Jonathan Kirsop - Pinsent Masons LLP (UK) - Partner, Data protection and technology lawyer • Chair: Wendi Lazar - C-Suite Strategies (New York, USA) - Founder and CEO, C-Suite strategic advisor and executive compensation specialist
<p>12.15-13.00</p>	<p style="text-align: center;">Breakout Sessions</p> <p>Across the Lines: Navigating Privilege, Protocol and Culture in Cross-Border Investigations</p> <p>Cross-border investigations are rarely straightforward. Privilege shifts from one jurisdiction to the next, interview expectations differ, and cultural or regulatory nuances can complicate even the simplest lines of enquiry. This session addresses the practical challenges advisers face when coordinating fact-finding across borders, including in offshore centres where subtle distinctions carry real weight. Panellists will share clear, pragmatic ways to align process, protect privilege, manage reputational and regulatory exposure, and deliver a single, robust outcome that stands up in multiple legal systems.</p> <ul style="list-style-type: none"> • Kato Aerts - Lydian (Belgium) - Partner, Employment lawyer • Harry Jones - Polsinelli (Dallas, US) - International Employment & Labor Law Chair • Amy Shulman - Outten & Golden (New York, USA) - Partner, Employment law attorney • Chris Roberts - Grosvenor Law (UK) - Partner, white collar/investigations lawyer • Chair: Marian Bloodworth - Fox Williams (UK) - Partner, Employment lawyer and Litigator <p>Preventing Sexual Harassment: Law, Leadership and the New Standards of Accountability</p> <p>With regulators and legislators intensifying scrutiny of workplace conduct, organisations must demonstrate stronger prevention and response to sexual harassment. The FCA's expanded approach to non-financial misconduct - including behaviour outside work - heightens the risks for regulated individuals, while ERA 2025 introduces further duties and potential consequences but also increases potential rights and remedies for affected executives. This session will explore how employers, executives and their advisers should respond to these new legal and regulatory requirements and the impact they will have in practice.</p> <ul style="list-style-type: none"> • Lori L. Deem - Hughes Socol Piers Resnick & Dym, Ltd (Chicago, USA) - Partner, Employment law attorney • Isabo Heirbaut - Bellow Van Eeckhoutte, Taquet & Clesse (Belgium) - Employment and Social Security lawyer

	<ul style="list-style-type: none"> • Bishen Jeswant - Cyril Amarchand Mangaldas (India) - Partner, Employment lawyer • Nick Wilcox - BDBF LLP (UK) - Partner and Employment lawyer • Chair: Emma Sangeelee - CM Murray LLP (UK) - Partner, Employment and Partnership lawyer, discrimination specialist
13.00-14.00	Lunch Break
	Afternoon Plenary Session
14.00-14.30	<p style="text-align: center;">IFSEA Interview - Common Ground at Work: Winning Hearts and Minds for Lasting Change</p> <p>How can you persuade - not polarise? A discussion with leading human rights campaigner Tiernan Brady, who led the successful equal-marriage referendum campaigns in Ireland and Australia and served as Global Director of Diversity & Inclusion at Clifford Chance. Drawing on real activist campaign lessons, this discussion will explore how to turn values into everyday behaviours and how leaders can build positive social cohesion and positive change across generations in an increasingly polarised and turbulent world - and carry it beyond the workplace into wider society.</p> <ul style="list-style-type: none"> • Tiernan Brady (UK) - Human rights campaigner; former Executive Director of The Equality Campaign (the Yes campaign for marriage equality in Australia); former Political Director of Yes Equality (marriage equality campaign in Ireland); former Director of Inclusion (now consultant) at Clifford Chance • Chair: Clare Runacres – (UK) BBC radio journalist and newsreader
	Breakout Sessions
14.35-15.20	<p>Leading on the Tightrope: The Realities of PE-Backed Leadership</p> <p>From board dynamics to cash discipline to talent risk: a candid discussion of what distinguishes effective portfolio executives and PE-backed professional services leaders. What capabilities matter most when running a PE backed business-balancing value creation with culture, clarity with speed, and investor demands with long term credibility.</p> <ul style="list-style-type: none"> • Jenny Hodges - Aureos (UK) - General Counsel & Group Company Secretary • Kristen Prinz - The Prinz Law Firm (Chicago, USA) - Founder & Partner, Employment law attorney and business counsellor • Cecilie Søndergaard Nielsen - CN8 Leadership Confidence (UK) - Founder, Leadership advisor and Executive Coach; former HR leader and Private Equity MD • Adil Taha - Taha & Co (UK) - Founder, Strategy Specialist & Private Equity Operating Partner • Chair: Merrill April - CM Murray LLP (UK) - Partner, Employment and Partnership lawyer <p>Protecting the Business: Restrictive Covenants, NDAs and the Art of Commercial Resolution</p>

	<p>Restrictive covenant and confidentiality disputes rarely reach a courtroom. Most are settled in meeting rooms, not before a judge. This session explores how advisers can protect business interests in an era of threatened non-compete bans, heightened scrutiny of NDAs and increasingly cross-border enforcement challenges. The panel will focus on practical, commercial approaches to resolving even contentious exit-related disputes - balancing legal leverage, reputational risk, and the need for swift, workable outcomes.</p> <ul style="list-style-type: none"> • Amit S. Bindra - The Prinz Law Firm (Chicago, USA) - Managing Partner, Employment law attorney • Christianne E. Bouma - Van Hall Arbeidsrecht (Netherlands) - Partner, Employment lawyer • Caroline Field - Fox & Partners (UK) - Employment and Partnership Dispute Resolution and Litigation lawyer • Michele Pellegatta - Daverio & Florio (Milan, Italy) - Senior Associate and Employment and Labor lawyer • Chair: David Fisher - CM Murray LLP (UK) - Partner, Employment and Partnership lawyer
<p>15.20-16.05</p>	<p style="text-align: center;">Breakout Sessions</p> <p>Reputation in the Age of Misinformation</p> <p>In an era of deepfakes, outrage cycles and political polarisation, reputational risk can escalate before the facts are known. Business leaders are consequently becoming more withdrawn in their interactions with colleagues, less visible on social media, and more conservative in their decision making in order to prioritise self-preservation. This session explores how misinformation spreads, how allegations can be weaponised, how quickly private incidents (including “off-duty” personal issues including divorce and family and neighbour disputes) can become public crises, and what leaders can do to protect their organisations and themselves. A practical discussion on foresight, containment and limiting collateral damage.</p> <ul style="list-style-type: none"> • Amy Bradbury - Harbottle & Lewis LLP (UK) - Partner, Reputation management, information law and data privacy lawyer • Ciaran Fenton - Ciaran Fenton Limited (UK) - Leadership Consultant, Board Facilitator, and Writer • Nick Vamos - Peters & Peters (UK) - Partner and Head of Business Crime (Barrister) • Tobias Vollmer - Raedas (UK) - Managing Director, corporate investigations and cross-border asset recovery specialist • Chair: Gus Sellitto - Byfield Reputation Counsel (UK) - Founder, litigation PR and reputation management specialist <p>Different Minds, Better Decisions: Neurodiversity in the Boardroom</p> <p>Board-level decisions improve when leaders stay honest with themselves and inclusive of others. This discussion will offer tools to maintain self-awareness under pressure and to support neurodivergent executives-covering communication, role clarity and adjustments-so the top team makes faster, fairer, more defensible calls. The panel will explore neurodiversity in the C-suite - how to recognise strengths, set people up to succeed and run meetings that bring out everyone’s best thinking.</p>

	<ul style="list-style-type: none"> • Dr. Neil Bentley-Gockmann OBE - Chief Executive, The Whitehall & Industry Group; Chair of the WorldSkills Global Research Council (UK) • David I. Brody - Sherin and Lodgen LLP (Boston, USA) - Partner and Employment litigator • Miren-Edurne De Frutos - (UK) - Neurodiversity campaigner and international speaker • David Regan - Lewis Silkin (UK) - Partner, Employment lawyer • Chair: Emma Bartlett - CM Murray LLP (UK) - Partner, Employment and Partnership lawyer
16.05-16.25	Coffee & Drinks Break
16.25-17.15	<p style="text-align: center;">Afternoon Plenary Session</p> <p>Memory, Perception and the Search for Truth in Executive Investigations</p> <p>Human memory is not a recording device - it is a story continually rewritten by bias, context and emotion. This panel will examine how advisers can navigate the psychological realities that shape witness accounts in executive-level investigations and disputes. We will explore how memory actually works (and fails), how confirmation bias creeps into interviews and decision-making, and what to do when alcohol, stress or time distort accounts. The session will explore practical interviewing methods, credibility cues, and safeguards that make findings defensible in high-stakes executive cases.</p> <ul style="list-style-type: none"> • Dr. Benjamin J. Griffiths - University of Nottingham (UK) - Assistant Professor, School of Psychology, Neural Mechanisms and Neurotechnology specialist • Emily Kaufer - Air Canada (Montreal, Canada) - Human rights, harassment and workplace investigations attorney • Joanna Ludlam - Jenner & Block (UK) - Chair/Co-chair, London Public Law and Crisis Management, Global Hearing Preparation, and Investigations Department • Ellen Peart - BCL (UK) - Partner, serious and complex criminal defence lawyer • Chair: Beth Hale - CM Murray LLP (UK) - Partner and General Counsel, Employment and Partnership lawyer
17.15-18.00	<p style="text-align: center;">Closing Plenary Session</p> <p>Whose Voice Is It Anyway? The Unintended Consequences of AI (Samoan Circle Debate)</p> <p>As AI-generated grievances, executive statements and client enquiries become routine, advisers are increasingly confronted with high-stakes communications that don't sound anything like the person behind them. Over-polished, over-confident or simply inaccurate language can distort the issues, inflate expectations and derail judgement before any real conversation begins. This Samoan Circle debate asks how advisers should respond when the "first draft" is machine-made - and what authenticity, credibility and trust look like when AI is shaping the opening move.</p>

	<ul style="list-style-type: none"> • Florence Brocklesby - Bellevue Law (UK) Founder and Principal, employment and commercial disputes lawyer • Natacha Lesellier - Flichy Grangé Avocats (Paris, France) - Partner • Catherine O'Flynn - Mason Hayes & Curran LLP (Dublin, Ireland) - Partner, Employment and Benefits lawyer • André Royer - Borden Ladner Gervais LLP (Canada) - Partner, Labour and employment law attorney • Cody Yorke - Withers Bergman LLP (New York, USA) – Partner and Employment lawyer <p>Co-facilitators:</p> <ul style="list-style-type: none"> • Lindsey Wagner - Wagner Legal PC (California & Ohio, USA) - Founding Partner, Employment law attorney, workplace investigator and mediator • Sarah Chilton - CM Murray LLP (UK) - Senior Partner, Employment and Partnership lawyer
18.00-19.30	<p>Closing Remarks Evening Drinks Event</p>

Please note: All timings and speakers are subject to change

Conference Registration

IFSEA Conference Registration fees are as follows:

- **Standard Registration (Non-Members):** £495 + VAT
- **IFSEA Members & Speakers:** £395 + VAT (You can register to become a member [here](#))
- **In-house Counsel and HR Professionals:** Complimentary registration

Discounted rate for group bookings:

By popular demand, we are pleased to offer a **group rate of £395 + VAT per person** when registering **four or more delegates**, saving **£100 + VAT per attendee** on the standard non-IFSEA member fee. To take advantage of this offer, please select the *Group Rate (4+ delegates)* ticket option at checkout.

Please register your place for the conference [here](#).