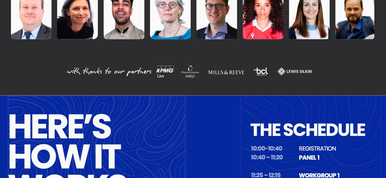
THE EVENT FOR GCS, RUN BY GCS

# workgroup Legal Mancheste

28TH NOVEMBER 2025 | X+WHY, 100 EMBANKMENT




with thanks to our partners KPMG Law, Vistra, MILLS & REEVE, bcl, LEWIS SILKIN

## HERE'S HOW IT WORKS

"Workgroup" isn't just our namesake, it's the main format of the day. Workgroups are legal discussion groups run by GCs. The day alternates between these intimate group discussions, and full-audience panels tackling the big juicy topics.

**WORKGROUPS**

A workgroup is an hour-long, fully facilitated group of up to 10 GCs. There are 3 rounds of workgroups, each with five options to choose from.

**PANELS**

Panels are where we discuss the big topics as a group, with a panel moderator and full audience involvement. There are 2 panels over the course of the day.

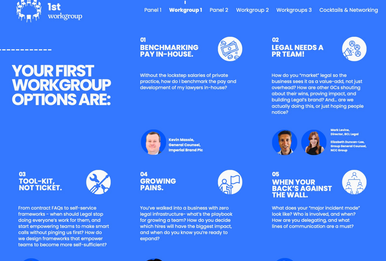
## THE SCHEDULE

| | |
|---|---|
| 10:00-10:40 | REGISTRATION |
| 10:40 - 11:20 | **PANEL 1** |
| 11:25 – 12:15 | **WORKGROUP 1** |
| 12:15 – 12:30 | ROUND-UPS |
| 12:30 – 12:50 | BREAK |
| 12:50 – 13:30 | **PANEL 2** |
| 13:30 – 14:20 | LUNCH |
| 14:20 – 15:10 | **WORKGROUP 2** |
| 15:10 – 15:25 | ROUND-UPS |
| 15:30 – 16:20 | **WORKGROUP 3** |
| 16:20 – 16:35 | ROUND-UPS |
| 16:35 ONWARDS | **COCKTAILS & NETWORKING** |

Our previous attendees include:

Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## Panel 1




## "YOUR ROBOT'S ON MY BILL."

When AI drafts the doc, but the invoice still says 20 hours, what's a GC to do?
Should law firms write their billing models to reflect their AI usage?
Or should GCs learn harder into AI themselves, to cut reliance on externals?
And when it comes to trusting AI with sensitive work - are we brave enough yet?

MILLS & REEVE

Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## 1st workgroup

## YOUR FIRST WORKGROUP OPTIONS ARE:

**01 BENCHMARKING PAY IN-HOUSE.**

Without the lockstep salaries of private practice, how do we benchmark the pay and development of roy lawyers in-house?



Kevin Mains, General Counsel, Imperial Brand Pla

**02 LEGAL NEEDS A PR TEAM!**

How do you "market" legal so the business sees it as a value-add, not just overhead? How are other GCs shouting about their wins, proving impact, and keeping legal's brand loyalty, rather than actually doing this, or just hoping people notice?



Mark Lomax, Director, Legal Services Manager, UK, Group General Counsel, BCI Group

**03 TOOL-KIT, NOT TICKET.**

From contract FAQs to self-service frameworks - when should Legal stop doing everyone's work for them, and how do you make sure you're not cutting costs without gripping us first? How do we design frameworks that empower teams to become more self-sufficient?



Tom Ferguson, General Counsel and Company Secretary, Bestway Healthcare UK

**04 GROWING PAINS.**

You've walked into a business with zero legal infrastructure - what's the playbook for growing it, learn? How do you decide what hires will have the biggest impact, and when? How do you know you're ready to expand?



Imani Dowlett, Head of Legal Services, Wrexham AFC

**05 WHEN YOUR BACK'S AGAINST THE WALL**

What does your "major incident mode" look like? Who is involved, and when? How are you delegating, and what lines of communication are a must?



Sinead Hoy, Director of Legal Affairs, University of Manchester

Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## Panel 2




## CAN YOU SAY THAT IN CFO?

How do GCs translate "legal risk" into numbers a CFO actually cares about?
What do CFOs secretly want from their GC (but never say out loud)?
And how do we sharpen our financial literacy so Legal stops sounding like the odd one out at the ExCo table?

KPMG Law

Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## 2nd workgroup

## YOUR SECOND WORKGROUP OPTIONS ARE:

**01 MANY PIECES MAKE A GC**

How do our diverse life experiences make us better GCs? Which parts of your background - whether scrappy side hustles, blue-collar graft, or polished MBAs - have shaped how you lead, and what new opportunities outside work can keep you leading up?



Shez Anjum, General Counsel, Classic Football Shirts

**02 WHOSE JOB IS IT ANYWAY?**

When the workload spikes, how do in-house teams decide what stays internal, what goes to law firms, and what's better suited to ALSPs?



Kevin M'Clement, Head of Managed Legal Services Client Account Management, Pinsent Masons Vario

**03 WHO GROWS IN THEIR PLACE?**

After the pandemic exodus of a generation of our most talented lawyers, how do we nurture the next generation of leaders we have left? What does 'ready to go' mean, and can we train the workforce of the future?



Asif Ibrahim, Director of Legal Services Manchester City Council

**04 BOTTLES & BOARDROOMS**

Balancing becoming a parent journeys, new parenthood, and senior leadership is no small act. How do you show up for your kids and for your boardroom, without burning out or disappearing? How do you support your team members when they're on their own parent journeys?



Clotie Chadwick, Head of Legal, Wales Fonds UK

**05 BOARDING CALL**

You've ticked the GC box... so what's next? More and more lawyers are eyeing up Non-Exec roles as their next big challenge. What does it take to get one, and once what makes a lawyer stand out to recruiters and chairs?



Darren Gribbins, COO/Legal and Risk Officer, Gateley

Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## 3rd workgroup

## YOUR THIRD WORKGROUP OPTIONS ARE:

**01 THE SECRET LIFE OF A GC**

Reporting to multiple bosses means constantly switching hats - Legal, Compliance, Co-sec, Data Privacy - all with different expectations. How do you avoid becoming spread too thin, and how do you keep adding value and keep a consistent identity as GC while playing corporate chameleon?



Michala Robinson, General Counsel, Fresenius Kabi

**02 "YOUR 2026 LEGAL WISHLIST"**

So what's on your 2026 wishlist? From AI to ESG, from regulation to risk, reputation. What's do you think investment will deliver the most impact? How are you planning next year's spend and what's actually worth the budget? Inviting participants to share investment priorities and strategies for the year ahead.



Victoria Fryer Group Legal Director APAX Group

**03 PARTNERS IN (LEGAL) CRIME**

ALSPs are no longer the shiny new thing- they're part of the legal toolkit. But how do you really make it work? And how do you make it practical? How do you pick the right partner, balance cost with quality, and make sure it doesn't just feel like outsourcing by another name?



Rich Mantley, Director Managed Legal Services, Pinsent Masons Vario

**04 THANKS, I MADE IT FROM SCRATCH**

First legal hire? How do you know which policies to put in place and how to make sure they're actually followed? What are the myths - and realities - of running businesses need while also getting ahead of issues like AI and modern slavery before they become a problem?



Daniella McNaughtin, General Counsel, Ascensionate

**05 THE GOOD, THE BAD, AND THE BIASED**

AI promises productivity, but it's only as good as the data behind it. So how are GCs balancing efficiency with ethics - and knowing when "helpful" tech crosses a line?



Jo Sinar, Group Legal Director, MITIE

Cocktails & Networking | Panel 1 | Workgroup 1 | Panel 2 | Workgroup 2 | Workgroup 3 | Cocktails & Networking

## NOT ANOTHER NETWORKING HOUR. THIS IS WORKGROUP.

Wind down the day and warm up the relationships that matter. Our Cocktails & Networking Hour brings together GCs for relaxed, high-value conversations... and a few crazy blue cocktails. No forced chat or awkward intros, just a drink in hand and space to connect.

with thanks to our partners KPMG Law, Vistra, MILLS & REEVE, bcl, LEWIS SILKIN

with thanks to our partners KPMG Law, Vistra, MILLS & REEVE, bcl, LEWIS SILKIN

# workgroup

We exist for in-house professionals who do big jobs in isolating roles, hosting our events across multiple sectors.

We bring in-house leadership together to share openly, listen deeply, and leave feeling more connected, to their peers and their own purpose.

This event is one of many. We run our format across Legal, HR, Finance, Marketing and more.

*For more information, check out our website here.*