



International Women Leadership Programme

For talented senior associates



Highlights

A high-end programme for

- up to 12 talented female senior associates
- who are ready to make conscious career choices
- and want to boost their (personal) leadership

Features of the programme

- training and insight given in three two-day meetings
- locations in Amsterdam and two other countries
- dinner with several high-end guest speakers

Host law firms & other participating firms are among others:

Austria: DLA Piper **Belgium:** Eubelius, Linklaters **Finland:** Hannes Snellman, Roschier
France: Bredin Prat, Linklaters, **Germany:** Gleiss Lutz, Hengeler Mueller, Hogan Lovells
Italy: Bonelli Erese, Hogan Lovells, Linklaters **Luxembourg:** Allen & Overy, Linklaters
Norway: Bahr, Thommessen **Poland:** Baker & McKenzie, DLA Piper **Portugal:** Vieira de Almeida
Russia: Alrud Law Firm **Spain:** Baker McKenzie, Linklaters **Sweden:** Vinge, Mannheimer Swartling, Roschier
The Netherlands: Baker McKenzie, De Brauw Blackstone Westbroek, DLA Piper, Freshfield Bruckhaus Deringer, Houthoff Buruma, Jones Day, Loyens & Loeff, Stibbe **Switzerland:** Loyens & Loeff,
United Kingdom: Hogan Lovells, Linklaters (list not exhaustive)

*Go to [osr.nl/iwlp](https://www.osr.nl/iwlp) for further information
or call +31 (0) 30 231 53 14*

“I found it very helpful and I am sure that it will help me further develop within the firm, in terms of leadership and otherwise.”

De Brauw Blackstone Westbroek N.V.
Marlies Heemskerk - de Waard
Senior associate | Lawyer (Advocaat)

What will be my **next** **step?**

An inspiring leadership programme for talented senior associates with the potential to become partner. The International Women Leadership Programme offers training and insight, so that you can take your next career step with confidence and continue to fascinate and bind clients and coworkers.



“The programme makes us aware of being in charge of our own decisions and career paths. That we should always ‘speak up’.”

Invest in **high potential** talents

The future of law firms is most promising when lawyers use all of their (leadership) skills, visioning abilities and creative thinking to help clients move successfully forward in their business. In attunement with the new and demanding legal world, lawyers must develop new ways of thinking and problem solving. They must work across borders and boundaries with diverse people and teams. This requires self-awareness, the ability to take initiative and handle difficult situations and the capacity to develop and maintain relationships with clients and colleagues.

During this intensive leadership programme participants will gain insight into personal and firm related leadership challenges focussing on developing various leadership skills:

- personal skills (such as self-awareness, self-control, self-direction)
- interpersonal skills (social awareness, empathy, persuasion, conflict management, EQ, cross-cultural awareness)
- vision (entrepreneurship, visionary, inspirational leadership, innovative, strategic and creative thinking skills).

Topics that will arise:

- Which career steps would I like to make?
- How can I become a more powerful & visible lawyer?
- Which leadership skills do I want to develop further?
- How do I become skilled at the game of crafting a career and learn how to play the game successfully?
- How do I utilise my (emotional) intelligence, support growth for my (future) team and build a valuable and respected business resource?
- How can I position and profile myself within my firm, in my section and in relation to senior partners?
- How do I prioritise and focus on my goals in a hectic law practice?

The best law firms participate

This programme was developed in close cooperation with the best law firms of Europe. Board members of these law firms continue to have an important role in the programme. This ensures that the programme is linked to daily practice and that participants and their firms have the opportunity to create their own effective network. Participants will be challenged with new ideas, receive individual feedback, and enjoy a supportive forum in which diverse issues are shared to facilitate cross-learning. Nearly 200 talented lawyers completed our programme.



“There is no business day without me thinking about some of the things I learnt in the programme”

Hengeler Mueller
Dr. Katharina Hesse, LL.M.
Rechtsanwältin | Senior Associate

“The programme made me aware of my convictions and goals in professional life, gave me the necessary insights in myself, in roles and power and leadership in the most inspiring sense of the word, and the strength to stand up and speak to the firm’s board and partner’s meeting and defend my business plan.”

Eubelius - Attorneys at law
Liesbet Vandenplas
Advocaat - Avocat - Attorney



Background information

OSR Legal Education was established over 37 years ago and is the largest post-academic legal education institute in the Netherlands. We started the first edition of the national Women Leadership Programme (WLP) in 2006 in close cooperation with the top 20 law firms in the Netherlands. The WLP was developed specifically for high potential women lawyers with 6-12 years experience at the top of the Dutch legal profession. The enthusiastic responses of the participants inspired us to develop an international version of our programme: in 2008 the IWLP was born.



Meeting 1

Personal leadership in law firms

- Self-awareness of drivers and values regarding work.
- Insight in Partner/Leadership Profile. Insight in leadership drivers and management styles.
- Insight in and awareness of organisational cultures in law firms. (Un)written rules of making a career in law firms. PowerMap, map of influence within your firm.
- Exchanging experiences and exploring career and leadership.



Meeting 2

Commercial leadership


- Personal branding & visibility.
- Visionary leadership and longterm thinking within the legal profession.
- Entrepreneurship, business development & opportunities.
- Let's make it work: the next step upwards.



Meeting 3

Effective leadership

- Assessment & awareness of leadership qualities.
- (Human Resource) Management and successful leadership in law firms.
- Personal effectiveness & planning as a lawyer.
- High-level negotiation.
- Empower and inspire as a successful lawyer and leader (personally and for the firm).



“It’s wonderful to watch the participants grow from being excellent legal professionals into self-aware and entrepreneurial leaders. These are essential qualities for the legal partners of the future!”

Carolien Kattenpoel Oude Heerink
(Legal Education Manager and founder
International Women Leadership Programme)

Applications & contact information

Visit osr.nl/iwlp, call us on: +31 (0)30 231 53 14
or send us an email. We are happy to help you!

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Programme 2019

International Women Leadership Programme 2019

Meeting 1: 4 & 5 April in Amsterdam
Meeting 2: 13 & 14 June in Brussels
Meeting 3: 19 & 20 September in Zurich

6 inspiring days at participating law firms

Price € 5,595.- per person (assessments, course materials, all lunches and dinners, included. Flights and hotels excluded).