



# IILACE HOBART CONFERENCE

Crowne Plaza Hobart, Tasmania | Australia  
November 21-24, 2023



Hobart waterfront. Photo: Steve Lovegrove

## Leadership in the Law - A Global Perspective

Visit [IILACE.org](http://IILACE.org) to register or click [HERE](#)



# Welcome to Tasmania!

Ancient wilderness, modern art, famous markets, gourmet cuisine and mind-bending attractions can be found in all corners of this Australian state. IILACE delegates will be hosted in Tasmania's capital city, Hobart. Hobart is home to around 230,000 people, which accounts for approximately 40% of Tasmania's total population. The landscape of this vibrant city features a bustling waterfront, the iconic Tasman Bridge over the Derwent River and Mount Wellington to name a few.

November promises to be warm and wonderful with average highs of 19 degrees Celsius and lows of 10 degrees. Your Tasmanian hosts look forward to welcoming you to Hobart this November!

# 2023 IILACE Program Committee

## Chair:

Luke Rheinberger, *Law Society of Tasmania*

## Committee Members:

Helen Hierschbiel, *Oregon State Bar*

Edward Mapara, *Law Society of Zimbabwe*

Sonja Stewart, *Law Society of New South Wales*

Elizabeth Osler, *Law Society of Alberta*

Niko Jakobsson, *Finnish Bar Association*

Paul Mollerup, *Association of Danish Law Firms*

John Hoyles, *Secretary-General*

## Past IILACE conferences and presidents

- 1999 Edinburgh, Scotland (Barry Fitzgerald, President)
- 2000 Hong Kong (Barry Fitzgerald, President)
- 2001 Chicago, USA (Barry Fitzgerald, President)
- 2002 Durban, South Africa (Patrick Moss, President)
- 2003 Montreal, Canada (Patrick Moss, President)
- 2004 Auckland, NZ (Diane Bourque, President)
- 2005 Prague, Czech Republic (Diane Bourque, President)
- 2006 New York, USA (Douglas Mill, President)
- 2007 Singapore (Douglas Mill, President)
- 2008 Windhoek, Namibia (John Hoyles, President)
- 2009 Dublin, Ireland (John Hoyles, President)
- 2010 Vancouver, Canada (John Hoyles, President)
- 2011 Adelaide, Australia (Ken Murphy, President)
- 2012 Hong Kong (Ken Murphy, President)
- 2013 Berlin, Germany (Jan Martin, President)
- 2014 Cape Town, South Africa (Jan Martin, President)
- 2015 Washington, USA (Tim McGee, President)
- 2016 Wellington, NZ (Tim McGee, President)
- 2017 London, UK (Cord Brüggmann, President)
- 2018 Ottawa, Canada (Retha Steinmann, President)
- 2019 Tokyo, Japan (Retha Steinmann, President)
- 2020 Virtual, (Retha Steinmann, President)
- 2021 Copenhagen, Denmark (Heidi Chu, President)
- 2022 Washington, D.C. (Heidi Chu, President)
- 2023 Hobart, Tasmania (Paul Mollerup, President)



## Greeting from Luke Rheinberger Executive Director, Law Society of Tasmania

Welcome to Tasmania

On behalf of the Law Society of Tasmania and my fellow CEOs from across Australia, welcome to Hobart and the very special 25<sup>th</sup> Anniversary of the International Institute of Law Association Chief Executives. We are very pleased to be hosting this special year for IILACE and to share with you the beauty not only of the City of Hobart, but of the State of Tasmania. The Program Committee has worked diligently to provide you with a variety of perspectives that will assist you in your role as CEO of your Bar Association or Law Society. As well, we once again have the chance to break bread together and to get to know each other better and for new members – be warmly welcomed into the camaraderie of IILACE.

I hope that you will get a chance not only to see Hobart, but other parts of Tasmania, as well as Australia. Welcome!!

Luke Rheinberger *Executive Director, Law Society of Tasmania.*



## Message from the President

I am very fortunate to be the President of IILACE as it celebrates its 25<sup>th</sup> Anniversary. The first meeting of IILACE was held in Edinburgh, Scotland, and there were five people present. The second meeting was held in Hong Kong and there were seven people present. The third was held in Chicago, USA, and there were 15 people present. From there our gatherings have grown and every year we have from 35 to 40 participants from around the world sharing their knowledge and experience as leaders of the legal profession.

The magic recipe of the success of IILACE is that it is for CEOs only. It is an opportunity to have frank discussions about the challenges facing us, and to share our lived experience in our roles with our colleagues so that we can all learn from and support each other in the work that we do. The extra zesty sauce and our magic recipe is the camaraderie and friendships that we develop with our colleagues from around the world and the exchanges we have both formally during the sessions and informally over dinner that makes IILACE a very special place indeed.

It is a tribute to all of you that 25 years later we continue to be a strong successful organization.

I would be remiss in not thanking John Hoyles who from 2003 to 2016 held the organizational side of our organization from the corner of his desk at the Canadian Bar Association, and from 2017 until now as the Secretary-General of IILACE. Someone recently said, John is one of the key ingredients of the glue that keeps us moving forward so successfully. Happy 25th Anniversary, IILACE.

President of IILACE, Paul Mollerup, *CEO of the Association of Danish Law Firms*

# Business Program

## **TUESDAY, NOVEMBER 21, 2023**

Reception at Government House

6:00 pm–7:00 pm

Bus departs Crowne Plaza

5:30 pm

## **Day 1–Leading the Profession**

### **WEDNESDAY, NOVEMBER 22, 2023**

#### **Welcome to Country and Opening Remarks**

8:30 am

#### **Speakers:**

*President of The Law Society of Tasmania*

*Luke Rheinberger, Executive Director of The Law Society of Tasmania*

### **MODULE I**

#### **What does the world expect of us?**

8:45 am–9:30 am

#### **Session Outline**

Restoring, maintaining and increasing trust in the profession.

#### **Speaker:**

*The Honourable Mark Dreyfus, KC, MP, Commonwealth Attorney-General*

### **MODULE II**

#### **Trends Affecting the Legal Profession**

9:30 am–10:45 am

#### **Session Outline**

This session will explore trends affecting the legal profession. A short submission process will be undertaken where CEOs are asked to submit trends and their innovative programs to address these. Trends may include equality and diversity issues, the changing role of law associations in dealing with cultural challenges and leading cultural change and member-based challenges to law association decisions and strategy.

#### **Speakers:**

*Rolf Moses, Queensland Law Society*

*Leah Kosokowsky, The Law Society of Manitoba*

#### **Break**

10:45–11:00 am

## MODULE III

### The Rise of AI and ChatGPT

11:15 am–12:45 pm

#### Session Outline

AI and ChatGPT. What is the difference? What are the implications for legal practice and legal associations?

#### Keynote speaker:

Ian McDougall, *Executive Vice-President and Senior Counsel, LexisNexis–Legal & Professional*

What is the role of the law association? What are the access to justice implications?

Niko Jakobsson, Secretary General of the Finnish Bar Association, will lead a discussion on AI and ChatGPT and its implications for CEOs of law societies and bar associations.

Benjamin Di Marco, Leader, Cyber and Technology Risk Team, Willis Towers Watson Australia and New Zealand, will provide the insurer's perspective on AI and its implications for the legal profession.

#### Lunch

12:45 pm–1:30 pm

#### Sponsor Presentation–LexisNexis

1:30 pm–1:50 pm

## MODULE IV

### How do I get my board onboard?

1:50 pm–2:50 pm

#### Session Outline

Two groups with presentations of a real case, where a CEO is struggling to get their board to tackle what the CEO perceives to be a crucial issue. Colleagues contribute following the “What Keeps You Up at Night” format.

#### Moderators:

Diana Newcombe, *Chief Executive-The Law Society of South Australia*

Simone Carton, *CEO–ACT Law Society (TBC)*

#### Break

2:50 pm–3:10 pm

## MODULE V

### Anti-Money Laundering/Combating the Financing of Terrorism

3:10 pm–4:40 pm

#### Session Outline

Lawyers and attorneys have been seen as professional enablers with an ability to build up complex legal structures for their clients. Likewise, Panama and Pandora Papers have put pressure on lawyers and attorneys, and the OECD has initiated actions towards its member countries to crack down on professional enablers including not only lawyers but also accountants and notaries.

# Business Program

## **MODULE V-cont'd**

What is the role of Bars and Law Societies in this combat? To defend fundamental rights or help other authorities to dig in privileged information? Are there different approaches between regulatory and voluntary bodies of lawyers and attorneys?

Our panel represents jurisdictions with differing approaches to regulating AML/CTF.

### **Moderator:**

Ian Jeffery, *CEO-Law Society of England and Wales (TBC)*

### **Panel**

Katie Rusbatch, *CEO-New Zealand Law Society*

Don Avison, *KC, Executive Director/CEO-Law Society of British Columbia*

Edward Mapara, *Executive Secretary-Law Society of Zimbabwe*

Bobbie Wan, *Team Lead-Professional Support and Regulatory Policy, Law Society of New South Wales*

**Reception and Dinner**—Enjoy a skyline view of the city from the Aura Lounge located on the top floor of the Crowne Plaza Hotel.

6:30 pm–9:30 pm

## **Day 2—Leading the Organisation**

**THURSDAY, NOVEMBER 23, 2023**

## **MODULE VI**

### **What Keeps the Chairperson Up at Night**

8:45 am–10:00 am

### **Session Outline**

Sonja Stewart, CEO, The Law Society of New South Wales, in conversation with Christine McLoughlin, with time for questions from registrants. Sonja will engage Christine in reference to the perspective of the Chair, their role and perspectives in leading directors with diverse skill sets to foster the effectiveness of the Board.

### **Keynote Speaker:**

Christine McLoughlin AM

Chairperson of the Suncorp Group, one of the country's largest financial services companies, Chancellor of the University of Wollongong, Director of Cochlear Limited and a member of Chief Executive Women.

### **Break**

10:00 am–10:15 am



## MODULE VII

### Be the Board

10:15 am–11:15 am

#### Session Outline

“Live case”. CEOs will be divided into groups and ‘appointed to the board’. The idea is to give us all a chance to feel what it is like to be the board and make decisions based on limited information and under time pressure.

#### Moderators:

Merete Smith, *CEO–Norwegian Bar Association*

Luke Rheinberger, *Executive Director–Law Society of Tasmania*

## MODULE VIII

### Leading and Delegating–How do we let go?

11:15 am–12:15 am

#### Session Outline

Interactive session in the format of a cafe seminar. We will divide into groups based on the size of our organization in terms of staff. Some have small staff and work very hands-on. Others have larger organizations and lead through other leaders.

There will be two rounds with time for discussion and deliberation followed by reporting to the larger group. Discussions will examine dealing with the Board’s expectations of the CEO and leading staff in larger and smaller organisations–managing expectations and defining roles.

## ROUND 1

The CEO is the lynchpin between the board on one side and the staff on the other. How do you square your board’s expectation that you know everything with the fact that it is not possible?

#### Moderators:

Matthew Rous, *Chief Executive–The City of London Law Society*

Elizabeth Osler, *CEO–Law Society of Alberta*

### Lunch

12:15 pm–1:15 pm

### Sponsor Presentation–ASI

1:15 pm–1:35 pm

## ROUND 2

### Leading and Delegating–How do we let go?

1:35 pm–2:30 pm

#### Session Outline

In a large organization, where you lead through leaders, how do you keep your mid-level managers happy?

In a smaller organization there is a risk that your staff perceives you as doing all the exiting work that has the attention of the board yourself, how do you keep your staff happy?

# Business Program

## **MODULE VIII-cont'd**

### **Moderators:**

Stephan Göcken, *Executive Director-The German Federal Bar*  
Neli Tjahikika, *Director-Law Society of Namibia (TBC)*

### **Break**

2:30 pm–2:45 pm

## **MODULE IX**

### **Effective and Authentic Leadership**

2:45 pm–4:15 pm

#### **Session Outline**

Effective and authentic leadership. What makes a good leader? Our speaker will lead some self-reflection: where/how can I improve?

Being vulnerable at giving of yourself as part of authentic leadership

#### **Moderator:**

Helen Hirschbiel, *CEO-Oregon State Bar*

#### **Keynote Speaker:**

Pip Dexter, Chief People and Purpose Officer at Deloitte Australia and a member of the Deloitte Executive Leadership Team. Pip is responsible for the workforce agenda including how we transform work for the modern age, fuelled by a culture of well being, belonging and performance.

Pip Dexter will lead a discussion on how to be an effective and authentic leader, as a law association CEO, based in part on her interviews with a number of IILACE CEOs.

6:00 pm

#### **Dinner**

Bus departs Crowne Plaza for the Brooke Street Pier to board a sunset cruise followed by dinner. Guests will board a luxury catamaran to explore the city's harbour, beachside towns and wildlife en route to the Peppermint Bay Hotel. Arriving at Peppermint Bay a short stroll will take you to the restaurant to enjoy a chef's menu based on seasonal and local produce whilst you soak up the views over the d'Entrecasteaux Channel and Bruny Island.



## Day 3–Leading Self

FRIDAY, NOVEMBER 24, 2023

### Housekeeping

8:40 am–8:45 am

### Sponsor Presentation–Willis Towers Watson

8:45 pm–9:05 pm

## MODULE X

### What Keeps the CEO Up at Night

9:05 am–11:30 am

#### Session Outline

In the original format from previous years. CEOs share their stories and challenges and get real time solutions from their peers. Followed by the traditional 'open mic' session.

#### Moderators:

Paul Mollerup, *Association of Danish Law Firms*

Jonathan Herman, *Federation of Law Societies of Canada*

### AGM

11:30 am–12:00 pm

### Box Lunch and departure for post-conference tour (optional)

12:30 pm–1:30 pm

#### Registration:

Full Delegate Registration           \$1,095 USD

*Includes Welcome reception, meeting refreshments and lunches, Wednesday, and Thursday dinners.*

Guest Registration                   \$550 USD

*Includes Welcome reception, Friday lunch, Wednesday, and Thursday dinners.*

Post-Conference Tour               \$775 USD

*Includes all admissions and tours, coach bus transportation and meals.*

Visit [ILLACE.org](http://ILLACE.org) to register or click [HERE](#)

# Post-Conference Tour

(optional, separate registration):



Following the morning sessions, attendees can grab a boxed lunch and board the bus to visit key attractions surrounding Hobart. On Saturday we travel down to the Tasman Peninsula. Visits will include a VIP Ferry ride and visit to the MONA Museum, tour of the Bonorong Wildlife Sanctuary, private dinner at Stefano Lubiana Winery and an island cruise, tour of the Tasman Peninsula and Port Arthur Historic Site. Those participating on the post-conference tours will extend their stay at the Crowne Plaza and will be back in Hobart by 6:00 pm Saturday evening.



MONA Museum. Photo: Rob Taylor Wikipedia Commons

## Itinerary:

### Friday, November 24

#### 12:45 pm

Depart Crowne Plaza Hobart by bus for a scenic ferry ride across to the [MONA Museum](#), the unique home of contemporary art, exhibitions, music, food, wine and much more.

#### 3:30 pm

Next stop! The [Bonorong Wildlife Sanctuary](#), Tasmania's largest 24/7 Wildlife Rescue Service where you can meet animals that are extinct everywhere except at this island refuge.

#### 5:30 pm

Visit and Dinner at [Stefano Lubiana Winery](#) and [Osteria Vista](#).

Back to Crowne Plaza



Tasmania Devil. Photo: Shutterstock.



Stefano Lubiana Winery. Photo: Stefano Lubiana Wines

**Registration fee of \$775 USD pp includes all admissions and tours, coach bus transportation and meals.**

**Be sure to extend your stay at the Crowne Plaza if you are planning to join the post-conference tour.**

# Post-Conference Tour

(optional, separate registration):

## Itinerary:

### Saturday, November 25

Spend the day exploring the Tasman Peninsula and historic Port Arthur!

#### 7:30 am

Depart Crowne Plaza by coach down to the Peninsula for a welcome tea. Set out to sea at 10:00 am for three-hour, award-winning [wilderness cruise](#) along the spectacular coastline between Port Arthur and Eaglehawk Neck in southern Tasmania.

#### 1:00 pm

Return to shore for lunch and a sightseeing tour of historic Port Arthur.

Board the coach back to Hobart.

#### 5:30 pm

Drop off at Hobart Airport

#### 6:00 pm

Drop off at Crowne Plaza



Eaglehawk Neck. Photo: Jonny\_Joka Pixabay.



The penitentiary building at Port Arthur. Photo: FiledIMAGE Shutterstock.

**Registration fee of \$775 USD pp includes all admissions and tours, coach bus transportation and meals.**

**Be sure to extend your stay at the Crowne Plaza if you are planning to join the post-conference tour.**

# Hotel and Travel



## Book your hotel NOW:

*The host hotel is the modern and centrally located Crowne Plaza Hobart at 110 Liverpool Street, Hobart, Tasmania | Australia.*

IILACE room rate is \$309 AUD for a standard room and \$399 AUD for Club room.

If you are coming on the post-conference trip, don't forget to book accommodation on Friday night.

***November is a busy tourist season for Hobart, so it is important to book early:***

<https://www.crowneplaza.com/redirect?path=ase-arch&brandCode=CP&localeCode=en&region-Code=1&hotelCode=HBAHO&checkInDate=20&-checkInMonthYear=102023&checkOutDate=27&-checkOutMonthYear=102023&rateCode=6CBARC&PMID=99801505&GPC=S81&cn=no&viewfullsite=true>

## Secure your travel visa NOW:

It is equally as important to plan for your travel visa requirements entering Australia. Tasmania is a state in the Commonwealth of Australia. All foreign travelers need a passport and visa to enter Australia. Travelers entering Australia will need to present the following items:

- Visa
- Passport
- Accommodation booking confirmation
- Tickets/Booking references for any activities planned

There are 2 different types of visas for Australia that can be obtained online. The nationality of the visitor's passport is the criteria which decides the type of Australia visa or electronic travel authorization that is needed to travel to the country.

The **Australia eVisitor visa** is required by travelers from a number of **European countries**, including European Union (EU) member states.

The Australia **Electronic Travel Authority (ETA)** is available to most other nationalities and has a quick and simple application process.

You can apply for the ETA through the Australian Government Department of Immigration and Border Protection website:

<https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/electronic-travel-authority-601#Overview>



Registration & hotel booking:

[www.IILACE.org](http://www.IILACE.org)