

# IN-HOUSE LEGAL SUMMIT AUSTRALIA

## 2025 SPEAKERS



**COURTENAY WILLIS**

Chief Counsel  
Nando's ANZ



**THEO KAPODISTRIAS**

Director  
Association of Corporate  
Counsel Australia



**KATE SHERBURN**

Legal Beagle (Head of Legal)  
Who Gives A Crap



**LAUREN CASSIMATIS**  
**ACCS(CRIM)**

Principal Lawyer, Gallant Law,  
Criminal Law Educator,  
College of Law



**FAY CALDERONE**

Author, Employment  
Lawyer and Partner,  
Hall & Wilcox



**CHING CHUA**

Senior Counsel - APJ  
Compliance; AML  
Compliance Officer,  
Hewlett Packard Enterprise



**MICHAEL DELANEY**

Head of People & Culture,  
Preezie, Head of Equality,  
Diversity & Inclusion,  
Jobs for Humanity Australia



**PAUL KOUNNAS**

Barrister,  
Victorian Bar



**CHRIS SIBREE**

General Counsel +  
Company Secretary  
CyberCX



**SAPPHIRE PARSONS**

Senior Associate,  
Macpherson Kelley



**OMRO ALANSARI**

Workplace Relations  
Lawyer & Senior Lawyer,  
Victorian Building Authority



**ERIN SCARROW**

Responsible Data & AI Lead,  
Accenture

# IN-HOUSE LEGAL SUMMIT AUSTRALIA

## 2025 AGENDA

**Registration**

8:30AM - 9:00AM

**Welcome address**

9:00AM - 9:10AM

**Session 1 - KEYNOTE**

09:10AM - 09:55AM

**Opening keynote to be announced**

**Session 2**

09:55AM - 10:30AM

**Top regulatory and compliance challenges for in-house lawyers next financial year**

Speakers to be confirmed

**Morning tea & networking**

10:30AM - 11:00AM



## Nurturing Legal Talent - Adapting to Economic, Technological, and Generational Changes

Cost of living, generational shifts, rapid technological advancement and changing cultural dynamics are increasing the complexity of workplace environments and teams.

In this session you will learn how to master the art of maintaining a top-tier cross-generational legal team in an ever-changing economic and technological landscape.

Discover actionable strategies for:

- Recruiting and Retaining Talent: Stand out in a competitive market and keep your best people engaged.
- Modern Work Structures: Explore arrangements like job sharing and remote setups.
- Cross-Generational Management: Tips for harmonizing a diverse team from Baby Boomers to Gen Z.
- Mental Health Initiatives: Prioritize well-being to boost productivity and prevent burnout.
- AI and Tech Integration: Stay ahead by embracing and leveraging new technologies.
- Evolving Career Expectations: Align development opportunities with modern career goals.

Ideal for legal team leaders and HR professionals, this session will equip you with the tools to lead a resilient and future-ready team. Join us to transform challenges into opportunities and drive your team forward.



**OMRO ALANSARI**

Workplace Relations Lawyer & Senior Lawyer,  
Victorian Building Authority

## Session 4 - PANEL

11:35AM - 12:15PM

## DEI Challenges in the Australian Corporate Landscape: Navigating Trump Influence

Amid the contentious political climate shaped by the Trump era, how can organizations successfully implement and adapt Diversity, Equity, and Inclusion (DEI) initiatives to bridge divides and foster inclusivity? And where do responsibilities lie for in-house legal teams? Particularly those operating in multi-national teams.

This session will examine Australian corporate case studies and the impact of global trends, this discussion aims to equip legal professionals with the necessary tools to navigate the complex legal landscape and foster a proactive DEI culture within their organizations.

Key takeaways:

- How global political climates and varying cultural attitudes impact DEI efforts.
- Australia's recent updates to DEI and workplace law, providing a benchmark for global compliance.
- Effective strategies for reconciling conflicting cultural attitudes to foster an inclusive workplace environment.
- Practical approaches for syncing headquarters' policies with local legal and cultural requirements, ensuring operational harmony and legal compliance.



**MICHAEL DELANEY**

Head of People and Culture - Preezie  
Head of Equality, Diversity and Inclusion  
- Jobs for Humanity



**KATE SHERBURN,**

Legal Beagle (Head of Legal),  
Who Gives A Crap



**FAY CALDERONE**

Employment Lawyer & Partner  
@Hall&Wilcox and Author of  
Broken to Safe - tackling toxic  
workplace cultures and burnout.

**Session 5 - PANEL**

1:10PM - 1:50PM

**Safeguarding your organisation against Anti Corruption & misconduct**

With the establishment of the National Anti-Corruption Commission (NACC) and recent legal reforms empowering regulators like ASIC to adopt a more aggressive stance against corporate misconduct, corporate lawyers and in-house counsel must prioritise preparing their clients for the potential of onsite investigations.

In this session we will discuss the top compliance strategies, risk factors and how to prepare your organisation for potential investigations.

Key talking points:

- Understanding NACC: Explore how the National Anti-Corruption Commission is reshaping the compliance landscape.
- Compliance Strategies: Discover the strategies required to ensure your clients do not attract potential investigations.
- Preparation is Key: Equip your clients with the tools to handle onsite investigations confidently.

**LAUREN CASSIMATIS**

Principal Lawyer,  
Gallant Law

**SAPPHIRE PARSONS**

Senior Associate,  
Macpherson Kelley

**PAUL KOUNNAS**

Barrister,  
Victorian Bar

**Session 6 - LIVE SIMULATION**

1:50PM - 2:25PM

**The In-House Lawyers' role in crisis management: a live dawn raid simulation**

Navigate the complexities of crisis management in our interactive session designed for in-house lawyers. Learn to safeguard your organization effectively during high-stakes situations like dawn raids.

Join Courtenay Willis, Chief Counsel at Nando's ANZ, for a dynamic live simulation that equips General Counsels and legal teams with essential crisis management skills. Experience the urgency of a dawn raid, understand key governance roles, and see the direct impact on operations and staff. This session offers practical insights into document preparation and strategic team coordination, enhancing your ability to ensure business continuity and legal compliance.

This session will highlight the central role of the in-house lawyer to connect teams, ensure business continuity and safeguard their organisation.

**COURTENAY WILLIS**

Chief Counsel,  
Nandos ANZ

**THEO KAPODISTRIAS**

Director,  
Association of Corporate Counsel Australia

+ more speakers to be announced

## Session 7 - Legal tech spotlight

2:25PM - 2:40PM

## Afternoon tea & networking

2:40PM - 3:10PM

## Session 8 - PANEL

3:10PM - 3:45PM

### The In-House Lawyers' Role in Emerging Technology Adoption and Risk Management

Rapid technological advancements introduce unexpected risks and raise significant ethical considerations while also presenting enormous opportunities.

In-house lawyers play a pivotal role in facilitating the adoption of new technologies while managing legal and regulatory risks. This session is designed to equip legal professionals with the essential strategies needed for effective technology governance within their organizations.

#### Key Takeaways:

- Learn how to articulate the legal implications of new technologies to stakeholders and secure organizational buy-in.
- Understand the in-house lawyer's role in shaping policies that comply with current laws and anticipate future legal trends.
- Gain insights from real-world case studies on managing risks associated with AI, data breaches, and other tech-related incidents.



#### CHRIS SIBREE

General Counsel + Company Secretary,  
CyberCX



#### CHING CHUA

Senior Counsel - APJ Compliance;  
AML Compliance Officer,  
Hewlett Packard Enterprise



#### ERIN SCARROW

Responsible AI Lead ANZ,  
Accenture

## Session 9 - Closing session to be announced

3:45PM - 4:20PM

## Event close

4:30PM



**CHING CHUA**

Senior Counsel - APJ Compliance;  
AML Compliance Officer,  
Hewlett Packard Enterprise

Ching Chua is a seasoned compliance expert and Senior Counsel for the Asia Pacific and Japan (APJ) region at Hewlett Packard Enterprise, also serving as the Anti-Money Laundering (AML) Compliance Officer. With a strong background in governance and compliance, Ching has established a proven track record of expertise in navigating complex regulatory landscapes. As a Certified Anti-Money Laundering Specialist, Ching brings extensive experience in regional transactional and compliance matters, including privacy, anti-corruption, business risk, corporate governance, mergers and acquisitions, ethics, and regulatory investigations. Her expertise in business program architecture enables her to design and implement effective compliance programs that drive business growth while minimizing risk. With her unique blend of legal acumen and compliance expertise, Ching is a trusted advisor to the organization, ensuring adherence to the highest standards of regulatory compliance and integrity.



**CHRIS SIBREE**

General Counsel + Company  
Secretary,  
CyberCX

Chris heads up the legal, company secretary, risk management and ESG functions at CyberCX, Australia and New Zealand's largest and leading cyber security and cloud security provider. Cyber security, data, privacy and information risk management issues are all front and centre in every Australian organisation, and the adoption of new technologies to assist better risk management, innovation and internal productivity is a key part of any strategy. However with a proliferation of smaller, new market entrants providing leading, bespoke solutions often leveraging generative AI capabilities, in house legal teams have a critical role to play in understanding how these technologies work and process data, and how organisations can stay clear of legal issues, as well as being champions for change.



**COURTENAY WILLIS**

Chief Counsel,  
Nando's ANZ

As Chief Counsel for Nando's ANZ, Courtenay combines her in-house legal expertise with strategic leadership in governance and risk management. As a legal professional who has only practised in-house, Courtenay is well versed in the objectives of businesses and the need for commercial advice and support, particularly in managing crisis scenarios and having the vision and direction for the business at the forefront.



**ERIN SCARROW**

Responsible Data & AI Lead,  
Accenture

Erin Scarrow is a seasoned Responsible Data & AI Lead at Accenture, with over 20 years of experience in the public and private sectors. She drives complex technology solutions that harness the power of data, artificial intelligence, and innovation, with expertise in strategy, cloud, cybersecurity, and sustainability. Erin is highly regarded for her ability to balance risk management with value creation, collaborating with clients to design optimized business strategies that drive growth and mitigate risk.





**FAY CALDERONE**

Author, Employment Lawyer  
and Partner,  
Hall & Wilcox

As partner at Hall&Wilcox and immediate past Chair of its Diversity Equity Inclusion and Wellbeing Council (supporting 1300 partners and staff nationally), Fay has paved a path as a lawyer passionate about wellbeing and inclusion having practiced for nearly 25 years as an employment and discrimination lawyer. She is recognised for Labour & Employment Law – Sydney in The Best Lawyers, as a “Leading Lawyer for Employers” in Doyle’s Guide; as a 5-star Employment Lawyer by HR Director Australia and by the Lawyers Weekly Partner of the Year Awards as a Wellness Advocate and Employment Partner.

As a strategic advisor to top-tier employers, she has shaped policies that foster safe and inclusive workplaces from Respect at Work training and policies aimed at preventing discrimination and sexual harassment to policies and programs supporting those escaping family violence leave, flexible working and parental leave for some of Australia’s largest employers benefiting countless employees and their families. She’s a sought-after as a trainer and trusted advisor for leaders and boards; a speaker at industry conferences; and is a trusted voice for media on all matters touching the workplace.

Fay’s advocacy for diversity and inclusion is driven by a personal commitment to equity in the workplace, grounded in both professional insight and profound personal experience. Her visionary perspective is not just about navigating the law but about leading the change towards more humane and thriving workplaces. Her book, Broken to Safe, reflects her deep understanding of the challenges leaders face and offers practical solutions to tackle toxic workplace cultures and burnout to create safe and inclusive workplaces.



**KATE SHERBURN**

Legal Beagle (Head of Legal)  
Who Gives A Crap

Kate is the Legal Beagle at Who Gives A Crap, tackling diverse challenges in a fast-paced scale-up environment. Building the legal function from scratch in a social enterprise that donates 50% of its profits to help ensure everyone on earth has access to a toilet and safe water allows for creative solutions beyond traditional legal approaches. Outside of work, Kate is kept busy spending time with her young family, running half marathons and building a large Lego empire.





**LAUREN CASSIMATIS**  
**ACCS(CRIM)**

Principal Lawyer, Gallant Law,  
Criminal Law Educator, College  
of Law

Lauren Cassimatis is a Law Institute of Victoria Accredited Specialist in Criminal Law and has been practicing for 20 years in criminal and regulatory offences as well as employer and professional misconduct (defence). She is recognised as one of Victoria's leading criminal lawyers and known for her extensive legal skills; and her compassion and dedication to her clients. She is the founder and Principal Lawyer of Gallant Law, a progressive firm which strives to protect their clients' interests beyond their court case. Lauren is also an Adjunct Lecturer at the College of Law and the founder of Connecting Lawyer Mums (an Australia-wide professional development, networking and support group for lawyer mothers and related professionals).



**MICHAEL DELANEY**

Head of People & Culture,  
Preezie, Head of Equality,  
Diversity & Inclusion, Jobs for  
Humanity Australia

Michael has been working in Talent Acquisition and People & Culture roles for over 20 years. Since 2007 he has specialised in high growth technology start-ups including Salesforce, Docusign currently as the Head of People & Culture at preezie. He has been at the forefront of DEI in all these businesses running initiatives on Unconscious Bias, Neurodiversity hiring, Internships for people with disabilities and more. He has created programs to support not-for-profits such as Cerebral Palsy Alliance, Go Girl Go for IT and Workventures as well as running training for Refugees, women returning to the workforce, people with neurodiversity among others. He is also the Head of APAC for Jobs for Humanity, a global NFP focused on improving employment opportunities for historically underrepresented talent.



**OMRO ALANSARI**

Workplace Relations Lawyer &  
Senior Lawyer,  
Victorian Building Authority

Omro is a Senior Lawyer for the building and construction watchdog in Victoria. He was a National Finalist for an inhouse Construction and Real Estate lawyer of the year award in 2023. Omro primarily practices in all areas of commercial law, focusing on construction and all areas of employment law.

He is a Committee Member of the Law Institute of Victoria's Workplace Relations Committee. Omro was previously Group Legal Counsel for a Melbourne based construction company and has presented at numerous conferences, including interstate. Perhaps unsurprisingly, this line of work has helped him successfully project manage his own major building development & team.



**PAUL KOUNNAS**

Barrister,  
Victorian Bar

Paul is an experienced advocate known for handling complex jury trials in the Supreme and County Courts of Victoria. Holding an Indictable Crime Certificate and listed on the VLA Preferred Barrister List, he specializes in indictable criminal matters including murder, complex sex trials, terrorism, fraud, electronic crime, and major drug and organized crime issues. Paul is adept in technology use in the courtroom, promoting electronic briefs and incorporating tech in his practice. He is open to being briefed independently or as lead counsel, and participates in the Legal Aid trial development program. Aside from his active trial practice, Paul offers advice and makes appearances in the Court of Appeal for both post-trial/plea situations and interlocutory appeals on complex evidence issues. His notable cases include *Monaghan v The King* [2022], *DPP v Sullivan* [2023], and several others listed in recent high-profile legal proceedings.

Additionally, Paul has interests in compensation matters, disciplinary hearings across all jurisdictions, and has extensive experience with reviews under specific legal acts. He is also an accredited advocacy coach at the Victorian Bar, has international teaching experience, and was a special prosecutor in Nauru. Paul invites contact from prospective Bar reader candidates and was a former member of the Bar's ethics committee.



### **SAPPHIRE PARSONS**

Senior Associate,  
Macperhson Kelley

Sapphire Parsons is a multi-award-winning Senior Associate in the Employment, Safety & Migration Team at Macpherson Kelley. She's also a passionate advocate for creating inclusive workplaces, with a specific focus on psychological safety and respect at work.

Within the legal profession, Sapphire has lent her voice to several publications via Lawyers Weekly and the Law Institute of Victoria. In the private sector, Sapphire has developed and delivered psychological safety and respect at work training and updates to over 40 businesses and over 100 human resources and safety personnel, including ASX-listed and global companies.

Sapphire's achievements are particularly noteworthy because she only transitioned to private legal practice as a junior lawyer in April 2019 following her experience of domestic violence. In 5 short years, Sapphire has transformed her pain into purpose and, in doing so, demonstrated leadership at Macpherson Kelley and within the legal profession by harnessing the power of education, advocacy and collaboration with those who have the power to make the greatest difference.



### **THEO KAPODISTRIAS**

Director,  
Association of Corporate  
Counsel Australia

Theo Kapodistrias is a multi-award-winning lawyer, based in Hobart, Tasmania. He is also an award-winning speaker, trainer and public speaking + presentation skills coach, running his own business. Theo is also the author of *A Way With Words*, published by Rethink Press. He's held senior legal roles including most recently as General Counsel at Evergen and the Legal and Commercial Manager at Tourism Tasmania. He has been recognised for his work in the legal and community space winning several awards and has been named one of Australia's Most Influential Lawyers by the Australasian Lawyer Magazine in both 2022 and 2023. He was also named the Speaker of the Year at the 2022 International Coaches Awards. He is a Non-Executive Director of the Association of Corporate Counsel Australia and previously at Business Events Tasmania. In ACC Australia, he is also the Tasmanian Divisional President and Chair of the Sole Legal Officer Special Interest Group. In 2021, Theo took on the role as Executive Director and Licensee of TEDxHobart and is the host of a podcast titled 'Craft Messages That Matter.' In 2023, he delivered his own TEDx Talk at TEDxKatoomba titled "Lessons from my Ethnic Lunchbox."

# Contact us

Interested in attending, speaking at or sponsoring our future events?  
Please contact us to find out more about what we have in store

## Ask me about speaking opportunities



**Katie Ardzejewski**

Conference Producer ANZ

Thomson Reuters - Asia and Emerging Markets

+61 404392572

[Katie.Ardzejewski@thomsonreuters.com](mailto:Katie.Ardzejewski@thomsonreuters.com)

[LinkedIn](#)

## Ask me about brand and partnership opportunities



**Regina Portelli**

Sponsorship & Delegate Sales Manager

Thomson Reuters - Asia and Emerging Markets

Mobile: +61409838263

[Regina.Portelli@thomsonreuters.com](mailto:Regina.Portelli@thomsonreuters.com)

[LinkedIn](#)

## Ask me about event marketing and promotion



**Yingzhao Zhu**

Marketing Specialist

Thomson Reuters - Asia and Emerging Markets

Mobile: +61421104635

[Yingzhao.Zhu@thomsonreuters.com](mailto:Yingzhao.Zhu@thomsonreuters.com)

[LinkedIn](#)

For any delegate and registration questions, please  
email [eventsanz@thomsonreuters.com](mailto:eventsanz@thomsonreuters.com)