



FIRE SUMMER SCHOOL: THE ULTIMATE INSIDER'S GUIDE 2022

SUMMARY



21 – 23 AUGUST 2022

DOWNING COLLEGE, CAMBRIDGE

FIRE SUMMER SCHOOL 2022



Authored by: Edward Hart – Control Risks

On a Sunday evening in late August, the lawns of Cambridge still bore the marks of a sweltering summer as they welcomed delegates and speakers for the Thought Leaders 4 FIRE Summer School. The conference was to take place over the following Monday and Tuesday and focused on recovering assets in insolvency and fraud cases, drawing attendees and speakers from major UK and offshore law firms, insolvency practitioners, e-discovery teams, investigators and public relations specialists. The venue for the week's talks and activities was Downing College, which, founded in 1800, prides itself on being the "oldest of the new and the newest of the old." Usually situated among leafy grounds, the college now more resembled the African savannas, having taken a beating from the rarest of British summers. Once we'd checked in to our Georgian digs for the night, those of us who had arrived early convened at the University Arms opposite for welcome drinks and a first chance for networking.

The week's events began in earnest the following morning. Following the obligatory full English breakfast in

the college hall, we headed over for registration, then into the morning's discussions which took place in the college's opulently designed Howard lecture theatre. The day's talks kicked off with the ambitiously titled "A-Z of Asset Recovery," where Nick Axup and Simon Jerrum, partners at Stephenson Harwood and HFW, respectively, gave an overview of the different roles and tools available for identifying and obtaining assets in fraud and insolvency cases. They were joined by Robert Capper, senior managing director at Ankura who spoke on the topic from the perspective of an investigator.

A key message echoed by all of the speakers here was to have a good picture of the asset profile of your counterparty before embarking on any litigation.

There's no point embroiling yourself in an expensive and time consuming successful legal battle only to find your opponent has no enforceable assets.



After a short refreshment break and a quick mingle, the morning's sessions were rounded out with three talks which focused less on technical and more on soft skills. The first of these was an interactive session led by Jon Felce of Cooke, Young and Keidan, where delegates were encouraged consider how to better understand their clients' needs in a role play featuring an



inarticulate and rambling professional footballer who had been the victim of a Ponzi scheme just when he (or she) was on the cusp of breaking into the England set up. The morning session concluded with a session from Jane Colston from Brown Rudnick, in which she shared some of her tips on how to do business development and network effectively (along with a recommended reading list suitable in length for Cambridge college), and a session from Richard Foss of Kingsley Napley and Miriam Nichols of Grant Thornton, who emphasised the importance of diversity and local and cultural expertise in asset recovery teams, something which would be a refrain echoed in many of the talks over the two days.

The first day's afternoon session consisted of two talks focusing on insolvency, the first setting out a timeline of what should be done to obtain and prevent data and assets in the event of liquidation; the other focusing on assessing the recoverability of assets. A key message of both was to act early in identifying and freezing assets. The remaining afternoon session was a discussion with a panel of Steves – Steven Haynes from Greyhawk and Stephen Ross from Withers – which focused on the role of investigators in asset recovery. As my own area, I was particularly interested to see the former Steven tackle head on some cases of less ethical practices and how this has led to some misconceptions in the industry.

Across the two days many of the speakers stressed the importance of working with experienced and multi-jurisdictional investigations firms who are able to use public record information to make or break asset recovery efforts.

This marked the end of the classroom-based section of the day and the transition to the networking and festivities, which for some, would stretch long into the night. First up was punting on the River Cam. It's fair to say that some of the attendees were more experienced punters, but the prosecco seemed to give most the courage to give it a go. And to my knowledge, no one ended up in the river. After coming ashore, we reconvened back at college for a prosecco and Pimms reception, BBQ and more networking. Some brave souls carried on late into the night, taking in some Cambridge's numerous watering holes, but still suffering the effects of jetlag on my first trip outside of China after three COVID-hit years, I retired to my dorm for some much-needed sleep.

Day Two began with two quite technical discussions, possibly intended to shock everyone's brains back to life. First, Charlie Sorensen from Baker & Partners and Jonathan Tickner from Peters & Peters talked us through the practicalities and processes in applying for freezing injunctions. This was followed by Stephanie Duncan from

Charles Russell Speechlys and Rajan Shergill from Grant Thornton, who spoke about disclosure and e-discovery. Of particular interest was Rajan's discussion on the use of AI and data analytics in e-discovery and the benefits in terms of cost and time saved for litigation teams.

Possibly pre-empting some tired brains, given the volume of information over the two days (and possibly for some the volume consumed the previous night), the organisers saved some of the most engaging and interesting discussions for the final afternoon. A particular favourite of mine was led by David Welford from Ogier and Timothy Harry from Maitland Chambers and concerned "enforcing somewhere exotic," focusing on their experiences in the British Virgin Islands and Hong Kong.

For me, a key takeaway was the power of putting a BVI holding company into receivership.

Once receivers are appointed, they can vote the shares and replace the board of the holdco as well as all of its subsidiaries, no matter what the jurisdiction. This was followed by an engaging case study about managing the PR strategy of a director accused of fraud led by Gus Sellitto and Bethany Durkin of Byfield.



The day, and the summer school, was brought to a close with Dan Wyatt, Partner at RPC, sharing some of his tips and learnings on building a personal brand and career progression. Although rooted in his own experiences as a lawyer, I was pleased to find that many of his thoughts could have just as easily applied to my career as an investigator and, no doubt, to others in the various industries represented at the conference. And with that, the event was over. Following a final exchange of numbers, business cards, WhatsApps and WeChats, we walked more-or-less in convoy to Cambridge train station for the short journey back to London, or, for some of us, slightly further afield.

With such a variety of discussions, ranging from the abstruse technicalities of freezing injunctions and divorce law, to reputation management in a crisis, to soft skills and career development, no doubt each attendee will have their own key take aways from the two-day summer school.

For me, some clear themes emerged from the discussions. Firstly, the importance of building a diverse team with different technical abilities and from different cultural, linguistic and social backgrounds.



Several of the speakers mentioned horror stories of cases bungled and clients lost because of a lack of diversity in the asset recovery team. Secondly, the need to act quickly to protect assets. Many of the discussions stressed that it is key to ensure that the appropriate freezing injunctions are in place to prevent dissipation, devices are collected and data is preserved. Thirdly, (and a plug for my own specialism) the importance

of working with experienced and capable investigators to help identify assets and inform strategy. Finally, and probably most importantly for young FIRE practitioners, the necessity of developing soft skills and self-promotional skills in addition to technical skills and the importance this has on career development.

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FIRE Starters Global Summit: Dublin

22nd - 24th February 2023 | Conrad Hotel, Dublin, Ireland



FIRE International: Vilamoura

17th - 19th May 2023 | Anantara Hotel, Vilamoura, Portugal





Sam Ouriach
Associate Director
Grant Thornton

“ Historic venue, knowledgeable speakers and a fantastic crowd, highly recommended! ”

“ If I'd have had this event available to me at the beginning of my career, I would have snapped it up. To be here learning from people that are doing the job, the practical lessons, along with the softer skills, it's a brilliant opportunity for these guys. ”



Caroline Greenwell
Partner
**Charles Russell
Speechlys**



Jon Felce
Partner
**Cooke, Young
& Keidan**

“ It's a great opportunity to learn a bit from experienced practitioners, learn some tips of the trade, things not to do. More importantly it is a great way to network with peers and it certainly wasn't something that was around in my time, and I wish it was. It's a real opportunity for the next gen to start building their network from an early stage. ”

“ Well I think it is all about the younger practitioners and I'm delighted to be part of it, see younger lawyers, insolvency practitioners, younger investigators meeting other professionals and picking up some hard tips hopefully on how they can do their jobs better, and hopefully enthusing younger practitioners as they move on up. ”



Steven Haynes
Director
Greyhawk

**Watch FIRE Summer School:
The Ultimate Insider's Guide Highlights video**



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Attend and speak at our **FIRE Starters Global Summit: Dublin** as well as attend our **FIRE International: Vilamoura** event.

Topic:

Imagine it is the year 2033. What types of cases will the FIRE practitioner of the future be working on?

Applicants could address issues including, but not limited to:

- Climate Change Fraud
- AI Technology and its use in Asset Tracing
- Crypto and Global Tracing Enforcement

International Judging Panel:



Kevin Hellard
Partner, Insolvency Practice Leader
Grant Thornton



Nicola Boulton
Partner
PCB Byrne



Jane Colston
Partner
Brown Rudnick



Mohammed Al Dahbashi
Managing Partner
ADG Legal (Dubai)



James Popperwell
Partner
Macfarlanes



Keith Han
Partner
Oon & Bazul LLP (Singapore)



Nathalie Ker Si Min
Partner
Lim Chee Wee Partnership (Malaysia)



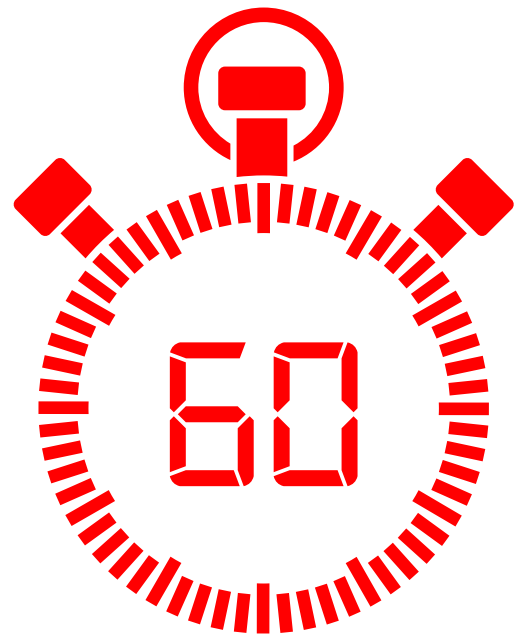
David Fairclough
Director
Grant Thornton

For more details contact:

✉ maddi@thoughtleaders4.com

60-SECONDS WITH:

HOLLY THEBAULT ASSOCIATE MOURANT



Q What is your key area of practice?

A Whilst it's a bit too soon in my career to be specializing, the majority of the work I have done since starting in private practice (2018) revolves around contentious trust disputes.

Q What are you most going to focus on in the next 12 months?

A I have a big case going to trial early next year which has consumed much of my working life recently, and once that has come to a conclusion, I intend on taking advantage of having a bit more time to get out and meet clients, and attend more events like the TL4 FIRE Summer School, to both further my technical knowledge and expand my network, contacts, and colleagues in my practice area and beyond. I am also getting married next June – so that too!

Q What do you see as the biggest upcoming challenge you face as a practitioner?

A As someone who predominantly prefers working from the office and face to face contact, but also understands why people like and need the flexibility that remote working provides, for me I think my biggest challenge is likely to be navigating a happy medium between the two and maintaining effective lines of communication and team morale.

Q What is one of your greatest work-related achievements?

A I am particularly proud of the work I have done, and continue to do, with aspiring lawyers – be it just having a general chat with a student who is interested in studying Law in the future, or helping more junior members of my team make the most of their careers at as early a stage as possible. It's particularly meaningful when they take the time to say I've had an impact on their daily working life, and their choice of career more generally.

Q Why did you choose to attend FIRE Summer School and what did you achieve by attending?

A I chose to attend the FIRE Summer School for a few reasons. The agenda was very impressive and relevant to my career, plus I wanted to embrace the opportunity to meet peers and make connections for the future. I particularly enjoyed the blend of technical sessions, and exploration of the variety of issues facing both FIRE and private client (contentious and non-contentious) practitioners.

Q What was your key takeaway from any of the sessions at FIRE Summer School?

A I think the FIRE Summer School reminded me how important and beneficial it is to be around other people when you're learning, so as to make the most of being able to bounce ideas and questions off of like-minded and passionate individuals.

Q What would you say to people thinking of attending one of our summer schools in the future?

A I would encourage them to do so! The agenda is interesting and varied, it's a great opportunity to get out of your comfort zone, meet people who work in the industry, and to gain more technical knowledge, and enhance your soft skills.

Q What do you see as the most significant trend in your practice in a year's time?

A We are all facing a very uncertain economic and political climate at the moment, which I am certain will throw up a whole host of changes, and if the last few years have taught us anything, it's hard to predict what those changes might be – so I guess a trend will be adaptability.

Q What personality trait do you most attribute to your success?

A I would say it's my empathy skills, which I find particularly helpful when building and strengthening relationships with both clients and my colleagues.

Q Who is your biggest role model in the industry?

A I don't have a specific role model per se, but as someone who wants to have a family, I would say that the lawyers in my firm who manage to juggle the demands of both their family, and running a busy practice, are my greatest inspiration.

Q What does the perfect weekend look like?

A It depends what mood I'm in – but it would always involve great coffee, my fiancé, sunshine, a run somewhere beautiful with my friends, good food and a space documentary (I'd recommend Inspiration4 on Netflix!).

Q What is something you think everyone should do at least once in their lives?

A Go skiing in Japan!

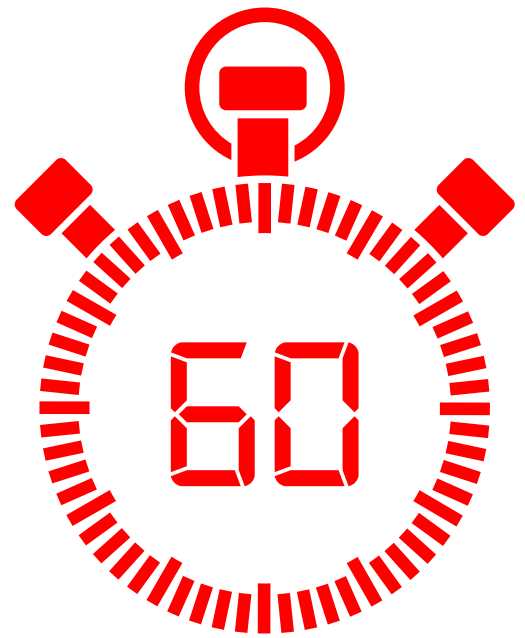
Q What is a book you think everyone should read and why?

A The Science of Nutrition – Rhiannon Lambert. I think people underestimate how key nutrition is for every aspect of your life, and this book provides you with the knowledge and skills required to assess and make the most of your approach to nutrition in a really accessible and interesting way.

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60-SECONDS WITH:

LAURA COAD ASSOCIATE KEIDAN HARRISON



Q What is your key area of practice?

A I have a broad commercial disputes practice but tend to focus on shareholder disputes, banking and insolvency disputes. My work has increasingly involved allegations of fraud or fraudulent extractions from corporate entities.

Q What are you most going to focus on in the next 12 months?

A I expect to see an increase in banking and insolvency disputes. I've already started to see the initial signs of an increase in creditor pressure. There further appears to be much more interest by creditors in using insolvency proceedings as a mechanism to unravel fraud. I expect to continue to take an active role in the development of Keidan Harrison's use of technology. I was part of a team which recently used Trial View software for the first time in a trial before an Insolvency and Companies Court. The increased use of technology will coincide with my firm's commitment to the greener litigation pledge and build on the paperless working platform upon which Keidan Harrison launched.

Q What do you see as the biggest upcoming challenge you face as a practitioner?

A As my experience as a practitioner has grown, and I have increasingly acted in more complex mandates, I have recognised the importance of delegating and operating as part of a wider team. Making that shift from relying on yourself to relying on others is a challenge for most junior practitioners but if you put the investment into working with junior practitioners and properly brief members of the bar early in a case you are in a much better position to deliver a responsive and good value service.

Q What is one of your greatest work-related achievements?

A Making the move from a regional firm and becoming the very first associate at Keidan Harrison

Q Why did you choose to attend FIRE Summer School and what did you achieve by attending?

A There was a great mix of topics with sessions led by high calibre speakers. It was a good introduction to some topics and for others it delivered in a more in-depth manner. The format was a way to network with other junior practitioners and it enabled me to reconnect with other FIRE Starters who I've met at TL4 events.

Q What was your key takeaway from any of the sessions at FIRE Summer School?

A The session by Jane Colston was excellent and encouraged me to think about my approach to business development. Business development for most people is daunting and people often have to push themselves out of their comfort zone and take a medium term approach. She also encouraged us to think about how we can create our own luck and controlling your own fortunes via consistent action.

Q What would you say to people thinking of attending one of our summer schools in the future?

A Enjoy and get involved. The summer school is a great opportunity to learn and make new connections. I was a bit apprehensive about trying out the punting and potentially falling off but with encouragement from other delegates I felt like a professional. Always try and get involved as your new connections will remember you most if you had a few giggles with them.

Q What do you see as the most significant trend in your practice in a year's time?

A The knock-on effects from the recession are bound to be a major factor so an increase in banking and insolvency disputes is inevitable. There is also no hiding from the growing disputes around cryptocurrency.

Q What personality trait do you most attribute to your success?

A Very personable and enthusiastic. I don't take myself too seriously and like to see the fun positive side of things.

Q Who is your biggest role model in the industry?

A I could not name a specific person but someone who takes the time to assist with helping others develop and learn and is positive and patient.

Q What does the perfect weekend look like?

A Taking my very excitable cockapoo puppy for a walk and heading to a cosy pub as a reward and of course spending as much time as possible with my family.

Q What is something you think everyone should do at least once in their lives?

A The London Marathon – either walking or running, it is all a mind game.

Q What is a book you think everyone should read and why?

A Atomic Habits by James Clear. It is about breaking habits to becoming a better you. It really helped me to become better focused.

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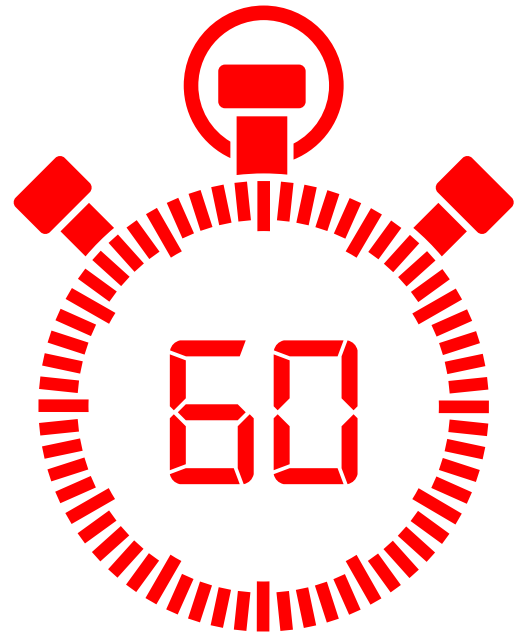
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60-SECONDS WITH:

ELEANOR WHITE LEGAL ASSISTANT HENDERSON & JONES



Q What is your key area of practice?

A Litigation Funding

Q What are you most going to focus on in the next 12 months?

A Over the next year, my main focus is to complete the Solicitor's Qualifying Exam, whilst continuing to work at Henderson & Jones.

Q What do you see as the biggest upcoming challenge you face as a practitioner?

A My biggest challenge over the next year is going to be the transition from legal assistant to trainee and the challenges that come from managing my work alongside studying.

Q What is one of your greatest work-related achievements?

A My greatest work-related achievement to date is securing my role as legal assistant at Henderson & Jones, as well as completing the Graduate Diploma in Law, during the pandemic.

Q Why did you choose to attend FIRE Summer School and what did you achieve by attending?

A The Summer School was the first conference I have attended since beginning my first legal role. By attending, I benefited from the informative sessions, led by experienced lawyers and insolvency practitioners. My main intention when signing up to attend was to meet and to network with other juniors in the industry. The summer school proved to be an invaluable experience for me in terms of both learning and networking.

Q What was your key takeaway from any of the sessions at FIRE Summer School?

A Aside from meeting other young professionals, solicitors, and

insolvency practitioners, I really enjoyed the session given by Jane Colston of Brown Rudnick. In particular, she had some excellent advice on how forming small daily habits in the workplace can help you to achieve your long-term goals and make large tasks and challenges seem more manageable.

Q What would you say to people thinking of attending one of our summer schools in the future?

A The summer school was certainly a beneficial experience for me at such an early stage of my career. Although it can feel like attending a two or more-day conference takes time away from your to do list, listening to and chatting with experts in the field left me feeling positive and more well equipped for dealing with the day-to-day demands of work.

Q What do you see as the most significant trend in your practice in a year's time?

A Funding or investing in a claim by way of assignment. The assignment of legal and equitable claims is not always an option that individuals or companies will consider, partially due to champerty and maintenance rules and partially because this is not an option that many have come across. However, where assignment of claims is possible, it is often more cost effective for an assignor (or would be claimant) than seeking litigation funding in the traditional sense. This is because the risks and costs are typically carried by the funder and a greater proportion of the net recoveries can be given back to the assignor.

Q What personality trait do you most attribute to your success?

A My most valued personality trait is being openminded. I think as a young professional in any area of work, it is important to keep your options open. In practice, I try to always be open and friendly when meeting new

people. I believe that connecting with people from different backgrounds and being receptive to alternative ideas is the best way to learn.

Q Who is your biggest role model in the industry?

A The team at Henderson and Jones are all role models for me for different reasons. However, our Director Legal, Sophie Samani, is always around to answer any questions I may have, whether they are questions about the law itself, procedural queries or simply how to best manage my time and workload as the most junior member of the team.

Q What does the perfect weekend look like?

A My perfect weekend would be spent in the countryside. I enjoy hiking with my family and my friends (usually with our dogs).

Q What is something you think everyone should do at least once in their lives?

A Open water swimming!

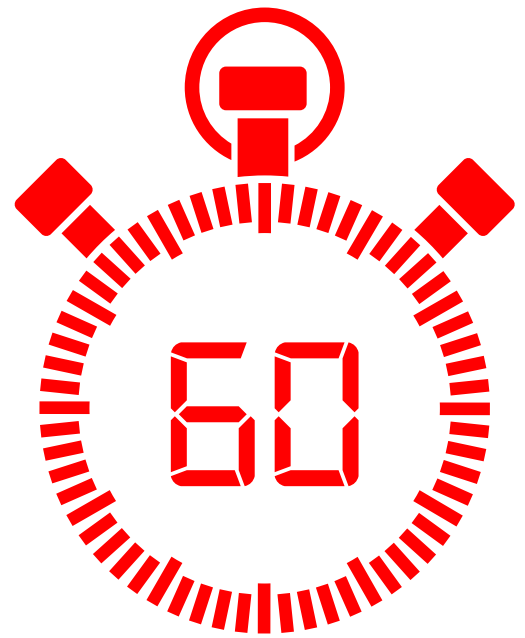
Q What is a book you think everyone should read and why?

A The Book on the Taboo Against Knowing Who You Are by Alan Watts. I am currently reading this book, which was recommended to me by a friend, and I've never read anything like it before. I'm enjoying how it challenges our perspective of the world and our place within it. It really makes you think!

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60-SECONDS WITH:

RAZZAQ AHMED ASSOCIATE BROWN RUDNICK



Q What is your key area of practice?

A Shareholder disputes, investigations and class/representative claims.

Q What are you most going to focus on in the next 12 months?

A Likely the three shareholder cases I am working on at the moment – one is a defence to unfair prejudice allegations, another relates to the enforcement of rights under a shareholders' agreement and the third is a securities fraud litigation on behalf of several hundred institutional investors suing a global bank for market misstatements. Also lots of reading, attending fun industry events and hopefully learning something on the way.

Q What do you see as the biggest upcoming challenge you face as a practitioner?

A Defendant lawyers

Q What is one of your greatest work-related achievements?

A Probably managing a 600-delegate insolvency law conference in London. I was helping Nick (a partner) with the management side of things whilst at university and then he unfortunately got diagnosed with cancer a few months before the conference. Managing such a large event without a huge amount of support whilst being young and inexperienced was a tough gig - I had to put my all into it to make sure it went as well as it could and without really having done anything like it before. It's one of the greatest because it taught me a lot of career realities all at once, I gained a great mentor and friend (Nick's happily and healthily retired now) and no task has ever really seemed that impossible since though a few things have got close.

Q Why did you choose to attend FIRE Summer School and what did you achieve by attending?

A I wanted to support a colleague who was speaking and learn more about the world of insolvency and pursuing claims against fraudsters given there's a definite crossover with my practice and areas of interest. If those issues do now crop up, I feel I have a bit of a roadmap of the immediate issues to consider, what to do and who I can pick up the phone to.

Q What was your key takeaway from any of the sessions at FIRE Summer School?

A How cases are funded and what funders want from lawyers at the outset was very interesting.

Q What would you say to people thinking of attending one of our summer schools in the future?

A It's like being a student again, with other students (who are all great and you can really learn from), where everyone is very open-minded, in a pretty place, all whilst having a great time learning from very experienced people whose time is usually very precious. What's not to like.

Q What do you see as the most significant trend in your practice in a year's time?

A I think the recessionary environment we're in will cause a lot of the music around sustainability to slow and a more thorough analysis of sustainability and green claims. There's been a big spotlight on shareholders and boards of all sized-companies around the disclosure of conduct/activities coupled with a lot of media suggesting organisations aren't as sustainable as they claim to be. I think we'll see shareholders assert their rights more either to understand if past claims were accurate or to ensure they are fully appraised of their investee companies' futures.

Q What personality trait do you most attribute to your success?

A I am not sure, so I asked my wife. She said my extraversion and courageousness.

Q Who is your biggest role model in the industry?

A Professor Paul Watchman. He led the 2005 framework report for the integration of ESG into investment and ever since he's been sharing his thoughts and the thoughts of others on the issue.

Q What does the perfect weekend look like?

A Wandering the streets of Naples on Saturday, circling Capri in a speedboat on the Sunday (with a pizza from Da Michele somewhere in the middle) and no delayed flights.

Q What is something you think everyone should do at least once in their lives?

A Finish an entire tub of Ben & Jerrys in one sitting

Q What is a book you think everyone should read and why?

A The Alchemist by Paulo Coelho. Reading it is like waking up at dawn and watching the sunrise whilst the world is still asleep.

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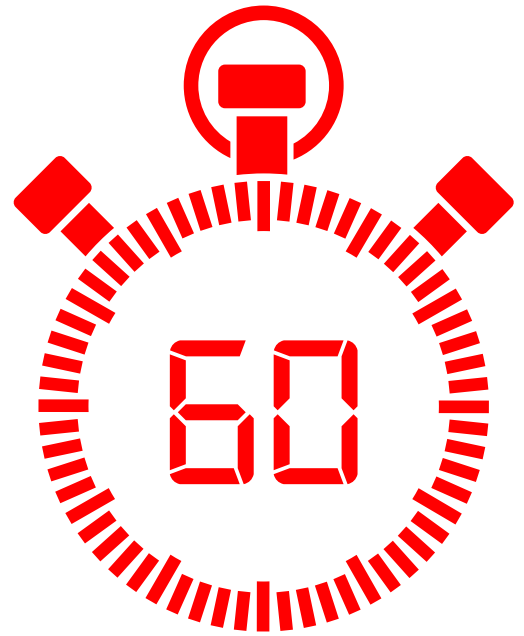


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60-SECONDS WITH:

SAMANTHA WOOD ASSOCIATE DIRECTOR GRANT THORNTON



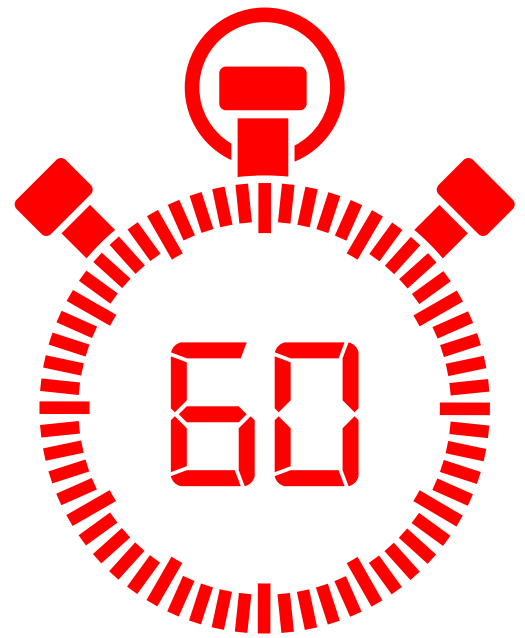
- Q** What is your key area of practice?
- A** Insolvency (contentious) and asset recovery
- Q** What are you most going to focus on in the next 12 months?
- A** I will be focusing on two areas in particular: our Africa Business Group, for which we are currently refreshing our strategy, and the Asset Recovery Fund, which is purchasing non-performing loan portfolios and other enforcement claims, for which we act as exclusive recovery agent. Both work streams also usually intersect with our Offshore practice, which suits me well having spent 7 years working in the Cayman Islands.
- Q** What do you see as the biggest upcoming challenge you face as a practitioner?
- A** As I took a break from this sector between 2019 and 2021 to work in not for profit, and I had never worked in London prior to this role at Grant Thornton, my biggest upcoming challenge is growing my network in and around London. Once I am in the networking frame of mind and have some momentum, I know that the relationship building starts to snowball and becomes easier. It's the initial work to establish connections that takes some consistent effort.
- Q** What is one of your greatest work-related achievements?
- A** When I was working in the Cayman Islands for a boutique insolvency and asset recovery firm, I was asked to lead the Cayman office after our managing director moved to another firm. Initially it was temporary but I was subsequently asked to stay on in the role. This came up earlier in my career than expected and am sure I made some missteps along the way but ultimately, I am proud of how I stepped up to the challenge and handled the demands of the role and supported the team in what was a time of growth and disruption.
- Q** Why did you choose to attend FIRE Summer School and what did you achieve by attending?

- A** As I had taken a break from this industry before my Grant Thornton role, I felt it would be useful to refresh my technical knowledge at the summer school and take advantage of the networking opportunities with attendees and speakers. As the number of attendees was much smaller than some of the larger conferences, I thought it would be a much more welcoming and relaxed environment to dust off the networking skills. I was not disappointed!
- Q** What was your key takeaway from any of the sessions at FIRE Summer School?
- A** As I mentioned above, I want to focus on growing my network and one of the key things I took away from one of the soft skills sessions was to look at my why and what makes me tick...this could be applied to anything but in this session we were considering why is networking important to you (personal development, promotion, duty etc). If you understand your why, it can help you find the energy and incentive to get out there and do it well.
- Q** What would you say to people thinking of attending one of our summer schools in the future?
- A** The technical and soft skills content is great and varied. It was not overly simplistic given that the summer school is aimed at less experienced practitioners – there were some useful takeaways from every session, whatever your level of experience. The networking opportunity was for me the best part. The whole set up really lends itself well to supporting the group to make connections.
- Q** What do you see as the most significant trend in your practice in a year's time?
- A** It's already a trend but I don't see it going away, only growing – crypto/digital assets. I think we're going to see more and more frauds involving crypto (exit scams etc) but also non-fraud cases where we have digital assets to recover and monetise. Inevitably, the Offshore jurisdictions (BVI in particular) keep popping up in these cases too.

- Q** What personality trait do you most attribute to your success?
- A** Tenacity. I don't give up easily and will try different approaches to get the desired outcome (unless of course to continue is uncommercial – I also know when to let go!).
- Q** Who is your biggest role model in the industry?
- A** Margot MacInnis who heads up Grant Thornton in the Cayman Islands. Never worked with Margot at GT, but I worked with her at two other firms while I lived in the Cayman Islands. I learned a lot from Margot about developing and supporting your team, forging your own path/authenticity, and balancing the technical side of what we do with the commercial and strategic considerations.
- Q** What does the perfect weekend look like?
- A** So many options! Assuming an at home weekend and not a weekend away, I would probably like to chill out with a home cooked meal on Friday evening and bottle of red wine with my partner. Then Saturday sleep in late and meet some friends in the afternoon/evening. Maybe see a movie or go dancing. Followed by a brunch on Sunday and a walk on a sunny day with the dog by the beach or in the countryside, followed by a roast at the pub or at home.
- Q** What is something you think everyone should do at least once in their lives?
- A** Something that scares and excites them at the same time.
- Q** What is a book you think everyone should read and why?
- A** Invisible Women by Caroline Criado Perez. It's about the gaps in data related to women, how so much of our world (policy, medicine, technology, media, workplace etc) is built for men, and the impact this has on all of us. It was eye opening.

60-SECONDS WITH:

JODIE EGAN SENIOR ASSOCIATE RPC



Q What is your key area of practice?

A Commercial and banking litigation, with a particular interest in civil fraud matters.

Q What are you most going to focus on in the next 12 months?

A I was (very) recently promoted to Senior Associate, so I am looking forward to stepping up and taking on that challenge over the next 12 months. Following the pandemic, I also want to focus on meeting other commercial litigators and civil fraud practitioners and making new connections.

Q What do you see as the biggest upcoming challenge you face as a practitioner?

A Perhaps more of an ongoing challenge than an upcoming one – but learning how to adapt to and thrive in a hybrid working environment.

Q What is one of your greatest work-related achievements?

A Securing a training contract at a magic circle law firm. Being from a working-class background and without any family or other role models in the legal profession, it always felt like a bit of a long shot – and being given that opportunity was life changing.

Q Why did you choose to attend FIRE Summer School and what did you achieve by attending?

A It was a no brainer! The agenda was packed full of interesting and topical talks delivered by a variety of fantastic speakers, ranging from technical sessions on freezing injunctions and asset recoverability to soft skills sessions on understanding client objectives and career progression. It was also a great opportunity to meet fraud and asset recovery professionals at similar stage in their career and to make connections for the future.

Q What was your key takeaway from any of the sessions at FIRE Summer School?

A I really enjoyed a session on business development called 'how to lose a client / win a client in 10 days', which highlighted the importance of making business development a habit from early on in your career and gave practical tips on how to achieve that. Oh, and that punting is much harder than it looks..!

Q What would you say to people thinking of attending one of our summer schools in the future?

A Do it – and be sure to make the most of it by throwing yourself into all of the sessions and the networking opportunities.

Q What do you see as the most significant trend in your practice in a year's time?

A A continued significant increase in crypto asset disputes.

Q What personality trait do you most attribute to your success?

A I like to think I'm quite resilient, which has seen me through some of the more stressful and demanding periods of my career... and helped me to pick myself up and dust myself off when things haven't always gone my way!

Q Who is your biggest role model in the industry?

A It's impossible to pick just one. I've had the privilege of working with some exceptionally talented lawyers and inspirational people, and I have learnt from every single one of them.

Q What does the perfect weekend look like?

A It would probably involve some combination of going to a gym class or two, spending time with friends and family, eating out, going to the theatre or the cinema, a long sunny afternoon stroll, spending a few hours in a pub garden and binging a box set on the sofa with my husband.

Q What is something you think everyone should do at least once in their lives?

A Go on safari – I recently went on safari in Kenya for my honeymoon and it was an incredible experience.

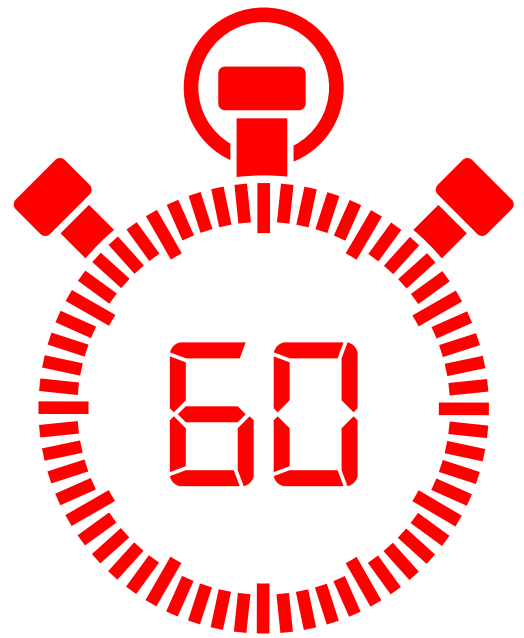
Q What is a book you think everyone should read and why?

A Not the most high-brow answer, but probably Harry Potter and the Philosopher's Stone. That book ignited my love of reading as a child and will always be special to me for that reason.

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60-SECONDS WITH:

FREYDA OWINO CONSULTANT, AFRICA CONTROL RISKS



- Q** What is your key area of practice?
- A** Corporate investigations, with a focus on East Africa
- Q** What are you most going to focus on in the next 12 months?
- A** Growing our East Africa practice through networking and business development with old and new clients, particularly in Nairobi where I am based. I've worked on really interesting projects this year, ranging from complex due diligence investigations to asset tracing and dispute support for our clients, and will be looking forward to showcasing our capabilities and building on our expertise.
- Q** What do you see as the biggest upcoming challenge you face as a practitioner?
- A** The intersect between legal practice and risk consulting/management is vital in my role, and one of the key challenges is balancing clients' and practitioners' competing interests in these two fields of work. I believe there's room for collaboration and will be keen on engaging more with practitioners to complement each other.
- Q** What is one of your greatest work-related achievements?
- A** My whole career has been at one firm, Control Risks, which I joined five years ago through the Africa Graduate Programme. With the support of my wonderful colleagues, I've grown from an avid learner to a trusted consultant, and now I'm managing our business intelligence practice in East Africa. This has to be my greatest achievement so far.

- Q** Why did you choose to attend FIRE Summer School and what did you achieve by attending?
- A** The course was timely, as I was visiting our London office for a three-month secondment and exploring training and networking opportunities. Fortunately, I achieved both at the FIRE Summer School because the attendance was great, and the content was relevant. The speakers were very engaging, and the structure of the course was well thought out in that we had enough time to interact with each other through coffee breaks, meals, and other social activities.
- Q** What was your key takeaway from any of the sessions at FIRE Summer School?
- A** I particularly enjoyed the Day 1 sessions which included understanding the client's objectives, assembling an asset recovery team, and business development in the asset recovery world. Overall, the concepts shared by the speakers were relatable and easy to unpack, and the sessions felt more like discussions than lectures.
- Q** What would you say to people thinking of attending one of our summer schools in the future?
- A** This is a great opportunity to learn from peers in the industry, network and build your brand. The TL4 team is very purposeful in ensuring the success of the summer schools, which makes it even more attractive for participants.
- Q** What do you see as the most significant trend in your practice in a year's time?
- A** We are already seeing an increasing demand for ESG (environmental, social and governance) expertise among investors into East Africa, and many other regions worldwide. Undoubtedly, this will also apply to disputes; I expect more ESG-related disputes to emerge over the next year.

- Q** What personality trait do you most attribute to your success?
- A** I'm confident and assertive.
- Q** Who is your biggest role model in the industry?
- A** Maria Knapp. She is a partner at Control Risks with extensive experience in compliance, investigations and ESG advisory.
- Q** What does the perfect weekend look like?
- A** Saturday breakfast with family followed by life admin. Mandatory meet-up with my girlfriends, which may include a spa date or lunch at yet another newly discovered restaurant in Nairobi. The day ends with a night out at the Bar Next Door. On Sunday I'm off-grid, spending time with family or sleeping.
- Q** What is something you think everyone should do at least once in their lives?
- A** Take a solo trip... to any place! You will thank yourself for this.
- Q** What is a book you think everyone should read and why?
- A** Atomic Habits by James Clear. One of my favourite quotes in the book is "Success is the product of daily habits – not once-in-a-lifetime transformations". This book is a step-by-step guide for creating good habits and breaking bad habits, and I would recommend it to everyone. The author argues that big goals shouldn't be your main focus in life. Instead, you should be utilizing frequent, repetitive actions and systems to help develop habits that stick.

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Meet the TL4 Team

ThoughtLeaders4 is a full-service legal events and content provider with over 60 years combined experience. Leveraging our expertise and strong relationships with key experts across the globe we create focused communities, content and events that deliver critical knowledge transfer and new business opportunities.

Our aim is to create a community for members to share their thoughts, meet new contacts and to reconnect with existing friends.



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