

VIRTUAL 2026 GLOBAL EMPLOYMENT LAW SYMPOSIUM

Strategies and Considerations for
Managing a Global Workforce

Ogletree | CROSS-BORDER
Deakins TEAM

WEDNESDAY, MARCH 4, 2026
11:30 a.m. – 1:45 p.m. (ET)

*All times listed below are in Eastern Time (ET).

WEDNESDAY, MARCH 4, 2026

11:30 – 11:35 a.m.

Opening and Welcome

Speaker: Diana J. Nehro (New York/Boston)

11:35 a.m. – 12:15 p.m.

Global Workplace Investigations: Strategies for Success Across Borders

As organizations face increasingly complex cross-border investigations, legal teams must develop programs that hold up in any jurisdiction. This session will focus on execution: designing investigation frameworks that preserve privilege, navigating stringent data transfer and localization rules, managing multilingual interviews, and producing reports that can withstand scrutiny from works councils, regulators, and courts. Attendees will gain practical, jurisdiction-specific tools for building defensible investigations from start to finish.

Speakers: Carlos G. Colón-Machargo (Atlanta) • Kaitlin M. Thompson (New York/Boston)

12:15 – 12:55 p.m.

Contingent to Compliant: Converting Different Types of Talent

As companies shift contractors and employer of record (EOR)-supported workers onto local payrolls, the transition itself may create risks related to permanent establishment exposure, tax compliance, intellectual property (IP) ownership, continuity of service rules, equity treatment, and benefit harmonization. This session will move beyond discussions of misclassification and provider selection to focus on the post-decision phase: how to execute conversions cleanly, consistently, and in compliance across jurisdictions. The speakers will walk through practical pathways, documentation steps, and controls for the transition.

Speakers: Goli Rahimi (Chicago) • Patty Shapiro (San Diego)

12:55 – 1:35 p.m.

Restrictive Covenants and Post-Termination Protections: Global Best Practices

As mobility accelerates and talent raids become more frequent, multinational employers are reassessing how to protect confidential information, customer relationships, and IP in a world where enforceability varies dramatically by jurisdiction. This session will focus on post-termination protections: non-compete agreements, non-solicitation clauses, confidentiality agreements, IP assignments, garden leave provisions, and injunction strategies. Drawing from trends around the globe, including increasing scrutiny of non-competes, dual-language execution requirements, and interactions with equity plans, the speakers will map out what to keep in mind when drafting such provisions, how to draft for durability, and how to enforce rights when employees cross borders or exit during restructurings.

Speakers: Shirin Aboujawde (New York) • Lina Fernandez (Boston)

1:35 – 1:45 p.m.

Closing Remarks

Speaker: Diana J. Nehro (New York/Boston)