

Catch up with our content

Webinars | Podcasts | Hot topics



Catch up – and stay ahead!

To help you stay up to date with changes in law and regulation, CMS hosts regular in person events, webinars and podcasts on a range of topic areas. This document gives you links to recently recorded sessions, so that you can catch up at a time that suits you. This document also highlights hot topics covered in recent in-person conferences – please contact us if you are interested in learning more about any of these issues.

As well as providing timely and practical insight into current legal and sector issues, recorded sessions may help you meet your regulatory training requirements. Many CPD and CLE regimes allow catch up recordings to count towards CPD and CLE hours targets.

Please contact the CMS Client Training Team if you have any queries:



Claire Walker
Head of Client Training
T +44 20 7067 3174
E claire.walker@cms-cmno.com

Look out for more sessions in our programme:



Candace Ford
Client Training Executive
T: +44 7826 530983
E: candace.ford@cms-cmno.com

How to access our content

Make sure you are viewing the latest version of this PDF [here](#)

To watch our webinar recordings, click on the link and complete the short registration form.



Register for our monthly Spotlight Series events

What we're covering



Advising The Board

Tailored training for the C-Suite

Advising The Board is our premium programme of bespoke risk training for company directors.

Boards have more to manage than ever. In recent years directors have been forced to get to grips with a wide range of new and rapidly evolving threats, from cyber security through ESG to class actions – as well as the shifting political and economic environment, the pandemic and its aftermath.

As the risk landscape grows in complexity, it becomes ever more challenging for boards to identify, understand and manage their key risks. We can help. Our sessions are commercial, concise and tailored to your business and your board.

They can be commissioned as part of your regular Board agenda or as the focus of a strategic away day.

Discover our programme of topics and get in touch at [cms-digital.law/advising-the-board](https://www.cms-digital.law/advising-the-board) – [Home](#)

Our topics include:

Duties and liabilities

- Directors' duties
- Restructuring and insolvency
- Bribery & corruption
- Market abuse
- Directors' personal accountability in financially regulated firms under the SMCR
- Shareholder activism and abuse of shareholder rights

Core topics and best practice

- HR best practice – and what to do if it goes wrong
- Competition compliance issues
- Whistleblowing, conduct and culture
- Diversity, Equity, Inclusion & Belonging
- How to deal with dawn raids and regulatory investigations
- Operational resilience: handling a major incident
- ESG and Climate Change – what it means for the board
- Reputation management

Topics of strategic significance

- Operational/technology risk
- AI risk
- IP & confidential information risk
- Remuneration/ RemCo risk
- Health & safety risk
- Joint venture risk
- Product liability risk
- Office relocation risk



Artificial Intelligence (1/2)

Visit our AI Hub [here](#)

Watch our 9 bitesized videos to help you with your organisations AI adoption journey [here](#)

Practical AI Literacy For Lawyers

60 mins each

July-August 2025

AI literacy is a key area of focus for many legal teams looking to deliver fast, reliable advice, create efficiencies and manage risks. Generally, literacy may mean two things for organisations: firstly, the need for people to be confident in knowing how their team or business would like them to use AI tools and how they will be supported to do so. Secondly, AI literacy is a technical requirement of EU legislation, with organisations required to ensure users of AI systems are both technically competent and aware of the requirements of the legislation.

In practice, there are many ways to adopt and embrace AI. Some firms are AI-first and build policies to maximise usage. Others choose to take a more cautious approach. Using AI is about making best use of an organisation's data, often its most valuable resource.

In-house lawyers are a very important part of AI-led innovation, with new opportunities to cut time spent on detail and deliver scaled, strategic solutions to business clients. In-house lawyers can be champions of AI in their teams, and many are super users. They will have oversight functions in relation to direct and indirect legislation and regulation, to external standards, to internal policies, and a myriad of consequential work involving updating contracts and workflows. Lawyers can use AI in performing all of these tasks. Using AI effectively and at scale requires a partnership between legal, technical, and business stakeholders.

Getting this right can give huge benefits in a short time. Getting this wrong leaves a business open to material risk of disruption.

In this series, our team of lawyers and legal engineers will take a holistic look at AI.

Catch up with the series [here](#)

Session 1: Using AI in an in-house legal team

We look at:

- what AI is and does
- the essentials of prompt engineering and best practices
- the most popular uses of AI for legal teams
- what tools are available to inhouse lawyers and how to use them
- practical examples, e.g. making a regulatory tracker or clause library
- legal AI and public AI – what to use?

Session 2: Essentials of AI Law

We look at:

- Current AI law, including the essentials of the EU AI Act
- Prohibited use cases and operationalising AI governance
- How to harmonise AI law globally
- Information security
- Data protection and AI
- IP rights – new risks and protecting your IP
- AI ethics

Session 3: AI Innovation and Governance

We look at:

- How to plan innovation projects with AI
- Ethics and organisational culture
- Governance and tips to ensure effective AI oversight
- Skills for AI: what does it mean for humans using AI



Artificial Intelligence (2/2)

Visit our AI Hub [here](#)

Watch our 9 bitesized videos to help you with your organisations AI adoption journey [here](#)

A Future History of the AI Data Centre Gold Rush

90 mins

Feb 2026

For all the talk of an AI 'bubble', the AI Data Centre Gold Rush is only just beginning. This event explored how the global AI data centre buildout will unfold over the next ten years, looked back from 2035 — when Bloomberg Intelligence estimates that all the world's data centres combined will comprise the fourth largest consumer of electricity after the United States, China and India.

The event:

- Mapped out the key factors needed to deliver this infrastructure boom
- Identified the bottlenecks that could slow it (or worse)
- Envisaged how it could change the world in terms of economic growth, sustainability and environmental challenges, geopolitical shifts and AI-enabled innovation

This session was given in person. [Contact us](#) if you would like to learn more.



ESG and Climate Change

To find out how we can help you with your ESG strategy, visit our ESG Hub [here](#). Find our COP30 Hub [here](#).

To help you assess your organisation's readiness for proposed new sustainability due diligence requirements, you can access our **CSDDD navigator tool** [here](#).

We also have an extensive menu of ESG training topics – for details contact clientprofessionaldevelopment@cms-cmno.com

Future Consumer Talks

15-20 mins Jun 2024 - Feb 2025

Our podcast series keeps you up to date on changes affecting consumer products - including regulation, compliance and other emerging trends.

Listen to all episodes [here](#)

- **Technology transformation in the consumer and retail sector**
- **What manufacturers and distributors need to know about extended producer responsibility**
- **New rules on ecodesign for sustainable products**
- **Waste not want not: the regulation of food waste**
- **Anti-waste and recycling laws: what manufacturers and distributors need to know**
- **Europe's crackdown on green claims**
- **What's next for green claims in 2025?**
- **From pre-loved to recommerce – how resale is transforming retail**

ESG Litigation Series

60 mins Apr - Oct 2024

CSDDD: a step change in ESG litigation

Watch [here](#)

Global trends in climate change

Watch [here](#)

Future of renewables: hot topics

Oct 2024

Speakers from CMS, Mott MacDonald and Roadnight Taylor explored hot topics affecting Energy projects across Scotland, including:

- grid connection reform
- issues affecting supply chain
- how to deal with project congestion - updates on ESG
- post Election update for the sector.

This session was given in person. [Contact us](#) to learn more.

Energy from Waste Series

Sep 2024

See our **Energy from Waste** panel series on page 20 (Energy and Infrastructure)

The future of renewables: hot topics

Jun 2024

We explore current hot topics affecting renewable energy in Scotland, including:

- property aspects of repowering
- latest developments in construction contracting
- community renewables – regulatory pitfalls
- dispute resolution approaches for energy transition infrastructure

This session was given in person. [Contact us](#) to learn more.

Green derivatives demystified: legal insights into sustainable finance

25 mins Mar 2024

Watch [here](#)

Co-location of battery storage and renewable energy generation

Half day Jan 2024

Given the increasing industry appetite for the co-location of battery storage with renewable generation, we ran a panel session with experts from **ITP Energised**, **Aurora** and **developers** currently involved with co-location projects. We explored the key benefits and opportunities and the risks and challenges. This topic is of potential interest to investors, developers, offtakers, financiers, advisers and any other industry players keen to hear more about the business case for co-location.

This session was given in person. [Contact us](#) to learn more.

Insurance webinar series: climate change

60 mins Jul 2023

Watch [here](#)

ESG compensation: incorporating ESG KPIs

55 mins Jun 2023

Many companies are looking to achieve good Environmental, Social and Governance (“ESG”) outcomes. Often, whether such outcomes are achieved will depend on the incentives offered to directors and employees. This webinar discusses practical insights into key market practices and trends in relation to whether ESG KPIs should be included in remuneration scorecards, the arguments for and against doing so, and the need to ensure that ESG KPIs are aligned with a company's wider strategy. On ESG more broadly, we have recently launched an Expert Guide, which sets out the ESG reporting and compliance requirements in 18 jurisdictions. We discuss these points in relation to the UK, Germany and Portugal in particular.

Watch [here](#)

ESG investor attitudes to ESG data and what they mean for businesses

60 mins May 2023

ESG disclosures are a huge challenge for many of the businesses we work with. CMS has sponsored a study by the Quoted Company Alliance, looking at what institutional investors expect from companies when it comes to ESG reporting, how ESG impacts their investment decisions and what the future may hold. The results have shed some light on what is expected from organisations and how these needs can best be met.

Hear analysis of the results and what these mean for businesses in our webinar.

Watch [here](#)



Season of Protest

Protests are everywhere. There are protests on the streets and outside business premises. There are protests online. Your workforce is protesting. Even litigation is being used as a means of protest. This is the Season of Protest. And it's likely only to get more intense.

In responding to protests directed against them, businesses need to be seen to take proportionate and appropriate action. They need to know and understand the legal responses available to address protests in their various forms, the reputational risk which attaches and the wider implications. In this series we look at the legal options available to businesses which are faced with a disruptive form of protest.

Do I need to worry about shareholder activism?

60 mins

Jan 2025

Shareholder activism can take many forms, from stories in the press over investors seeking company board changes, to court action. Those situations often evolve over a period of weeks or months before they reach the press, and many activist demands are resolved quietly behind closed doors. This session explores what you need to know if a shareholder starts making demands of your company, whether listed or unlisted, and what you can and should do in those circumstances. Watch [here](#)

Season of Protest series

Nov 2022

In this introductory webinar we will address the issues relating to:

- **Physical protests** - on your land or outside your premises causing disruption to your business and/or intimidating your employees – how do you obtain preventative action against them including where it is 'persons unknown'?
- **Online protests** – using the internet to protest based on inaccurate, misinformed or fantastical information – how do you track down and take effective action against those responsible?
- **Litigation as protest** – the litigation process can be both a shield and a sword in a protest strategy – what tactics can you adopt to deal with this and the risks arising, including the reputational risks?
- **Employees as protesters** – in addition to strike action, which (notwithstanding the train strikes) is relatively rare in the private sector, your employees have an insight into your business which third parties don't – what happens when they blow the whistle on you but have a misinformed or other agenda?

We will also address the common issues which arise in these situations, including considering the reputational consequences of action and how you go about responding rapidly and coordinating carefully in what are usually very challenging circumstances.

Watch [here](#)

Risk Essentials: Season of protest

60 mins

Nov 2022

Watch [here](#)

Protection from protests: physical protests

8 mins

Nov 2022

Watch [here](#)

Protection from protests: online protests

4 mins

Nov 2022

Watch [here](#)

ESG related protests

3 mins

Nov 2022

Watch [here](#)

Litigation as protest

7 mins

Nov 2022

Watch [here](#)

Protection from protest

16 mins

Nov 2022

Watch [here](#)



! Risk Essentials (1/2)

Risks come in many forms. Risk Essentials is our campaign of webinars and reports to help you deal with long-term planning to emergency response across a wide spectrum of issues. A selection of our recent content is below.

Conduct issues for in-house lawyers: new SRA guidance and beyond

60 mins

June 2025

The important role of the in-house solicitor, and how the organisations they work for must support them, is of key focus to the Solicitors Regulation Authority. Following the first thematic review in 10 years of in-house solicitors, the SRA has issued a suite of detailed dedicated guidance for in-house solicitors and the Legal Services Board is consulting on a policy statement on ethics.

In this session we address the key themes of the SRA's new guidance for in-house lawyers against the backdrop of the SRA's Principles and Code of Conduct solicitor's conduct obligations, including:

- independence and balancing competing duties, policies and controls and culture
- conducting internal investigations
- reporting obligations conduct in disputes
- use of NDAs

Watch [here](#)

ECCTA: Failure to Prevent Fraud

65 mins

Feb 2025

With the new offence under the Economic Crime and Corporate Transparency Act (ECCTA) coming into force on 1 September 2025, we'll explore the practical implications for corporates including:

- an overview of the new offence
- jurisdiction
- associated persons
- intention to benefit developing "reasonable procedures" as set out in the guidance

Watch [here](#)

Managing cyber risk and fraud - Protecting Your Business from Emerging Threats

60 mins

Feb 2025

Cyber breaches are becoming ever more sophisticated, and they don't just compromise data – they often open the door to fraud today.

- We look at:
- the current and emerging cyber risks facing businesses today
 - how cyber incidents can lead to fraud
 - practical steps to respond to cyber incidents and how to mitigate the risk of fraud

Watch [here](#)

Do I need to worry about shareholder activism?

60 mins

Jan 2025

Shareholder activism can take many forms, from stories in the press over investors seeking company board changes, to court action. Those situations often evolve over a period of weeks or months before they reach the press, and many activist demands are resolved quietly behind closed doors.

This session explores what you need to know if a shareholder starts making demands of your company, whether listed or unlisted, and what you can and should do in those circumstances.

Watch [here](#)

Contract Construction and Interpretation: case update and key lessons for contract drafters

60 mins

June 2024

We discussed some of the key decisions on contract interpretation that have come out of the English courts in 2023 and 2024 and the practical takeaways for those dealing with commercial contracts day to day. The session will cover:

- A refresher on the key principles of contract construction and interpretation in English law;
- When will the court imply a contractual term?
- When can the court "correct by construction"?
- The importance of being explicit

Watch [here](#)

Exemption clauses: reducing commercial risk

60 mins

May 2024

Any commercial transaction exposes the parties to the risk of liability. We look the different ways parties can use exemption clauses to try to exclude or restrict liability in the event of a breach of contract, and to allocate risk. We explore:

- The different types of exemption clauses
- Issues relating to incorporation and construction
- Statutory limits of the Unfair Contract Terms Act 1977
- The reasonableness requirement
- Recent case law developments

Watch [here](#)

Liquidated or unliquidated damages? Practical and evidential considerations in contract claims

60 mins

Apr 2024

Watch [here](#)

Boilerplate bother: why these clauses deserve attention too

60 mins

Feb 2024

So-called boilerplate clauses often receive little attention during negotiations, but can end up as a central theme in costly disputes if not considered carefully. We consider the opportunities and risks of these clauses including:

- entire agreement
- variation/ no oral modification
- notices and service of process
- third party rights

Watch [here](#)



! Risk Essentials (2/2)

Risks come in many forms. Risk Essentials is our campaign of webinars and reports to help you deal with long-term planning to emergency response across a wide spectrum of issues. A selection of our recent content is below.

Navigating the AI landscape for businesses

60 mins

May 2025

We explore how businesses are assessing, managing and mitigating the risks of AI adoption. Increasingly it is falling to in-house counsel to undertake a risk vs reward analysis on incorporating AI solutions into day-to-day operations. We discuss how that is happening in practice and the various factors that businesses need to weigh up. We explore:

- contractual risks
- breach of copyright
- infringing confidentiality
- employment and discrimination risks
- defamation and data protection issues
- regulatory risks and practical solutions to minimise these potential risks.

Watch [here](#)

Settling disputes: striking the deal... and executing it

60 mins

Mar 2023

Watch [here](#)

Parental responsibility: managing risk for a group's international operations

60 mins

Feb 2023

Watch [here](#)

The Midnight Clause? Why dispute resolution, choice of law and choice of forum clauses matter

60 mins

Jan 2023

Watch [here](#)

Commercial contracts and AI: grasping the opportunities

60 mins

Nov 2023

Watch [here](#)

Getting commercial contract fundamentals right from the start

60 mins

Nov 2022

Watch [here](#)

Navigating contract termination and beyond

60 mins

Oct 2022

Watch [here](#)

Commercial contracts: navigating termination issues

60 mins

May 2022

Watch [here](#)

Trends and developments in data protection regulation and litigation

60 mins

Jun 2022

Watch [here](#)

Ligation risk: key issues when advising your board

60 mins

Apr 2022

Watch [here](#)



Advertising, Marketing & Consumer

Consumer & Retail Conference 2025

Half day June 2025

We explored the issues facing the sector, including economic disruption and legal and regulatory changes. Our topics and panellists included:

- the economic outlook for the sector, with Richard Lim of Retail Economics
- regulatory changes including consumer law under the Digital Markets Competition and Consumers Act, Greenwashing, Product Liability and Tech Transformation
- prevention and mitigation strategies for Cyber Breaches
- geopolitics and tariffs, with

Tim Shipman the Chief Political Commentator and former Political Editor of the Sunday Times
This session was held in person - please [contact us](#) to learn more.

Product Liability Directive: Evolving Approaches Across Europe and the UK

60 mins Jan 2026

We explored how the PLD is being implemented across key jurisdictions, the early challenges emerging, and what this evolving picture means for businesses operating in or selling into Europe and the UK.

Watch [here](#)

Advertising & Marketing Conference 2025

Half day Jan 2025

Our annual conference featured:

- A conversation with Guy Parker, Chief Executive of the ASA and Tom Scourfield, CMS partner
- a round-up of recent notable ASA rulings
- the latest on AI advertising regulation
- the recent updates to the ICC Advertising and Marketing Communications Code, was discussed by Alice Himsworth, Senior Counsel at Google and Vice Chair of the International Chamber of Commerce Marketing & Advertising Commission.

This session was given in person. [Contact us](#) to learn more.

Future Consumer Talks

15-20 mins June 2024 - Dec 2025

Our podcast series keeps you up to date on changes affecting consumer products - including regulation, compliance and other emerging trends.

Listen to all episodes [here](#)

- **Technology transformation in the consumer and retail sector**
- **How AI is transforming retail: IP considerations**
- **How AI is transforming retail – implications of the EU AI Act**
- **What manufacturers and distributors need to know about extended producer responsibility**
- **New rules on ecodesign for sustainable products**
- **Waste not want not: the regulation of food waste**
- **Anti-waste and recycling laws: what manufacturers and distributors need to know**
- **Europe's crackdown on green claims**
- **What's next for green claims in 2025?**
- **From pre-loved to recommerce – how resale is transforming retail**

Consumer & Retail Conference 2024: Certainly Uncertain

Half day Jun 2024

In our 2024 conference we explore the unpredictability facing the sector, amid economic, legal, regulatory and potential political change. Hot topics include:

- the economic outlook (with Richard Lim of Retail Economics)
- the major changes introduced by the Digital Markets, Competition and Consumers Act 2024
- Modern slavery and corporate sustainability
- a practical guide to the EU AI Act and how to comply
- strategic litigation risk
- intergenerational consumer loyalty – with intergenerational change expert Dr Eliza Filby

This session was given in person. [Contact us](#) to learn more.

Advertising & Marketing Conference 2024

Half day Mar 2024

Our annual conference featured:

- A conversation with Guy Parker, Chief Executive of the Advertising Standards Authority
- a round-up of recent notable ASA rulings
- the latest on greenwashing enforcement – with panellists from Honeywell, BAT, Nestle, CiPPPA and the Zero Carbon Forum
- practical tips on dealing with the CMA if you face investigations into misleading advertising
- the consumer enforcement implications of the Digital Markets, Competition and Consumer Bill

These sessions were given in person. [Contact us](#) to learn more.



Competition

UK competition law enforcement: a multi-regulator perspective

October 2025

We launched our second report on the UK competition law enforcement landscape. This year, the scope extended beyond the CMA to include all the concurrent regulators – including Ofcom, Ofgem, the FCA and Ofwat, providing a unique and detailed insight into UK regulators' competition law enforcement activity and associated CAT appeals.

This event was held in person. [Contact us](#) to learn more.

Competition Law Briefing Series

90-120 mins each

Jan-May 2025

- State aid hot topics
- Competition law outlook 2025
- Competition damages litigation in Europe

Find all recordings [here](#)

Disputes 101: Competition disputes and competition class actions

60 mins

Nov 2025

Watch [here](#)

Competition + Podcast Series

15 mins

Mar-Sept 2025

Our series explores trending topics in competition law, bringing you insights into how these shape markets and commerce.

- Blurring the Lines – A New Era in EU Merger Control?
- Anti trust dawn raids: how to avoid costly mistakes
- Trends in anti-trust enforcement: no-poach agreements

Listen to all episodes [here](#)

EU Foreign Subsidy Regulation: one year of enforcement

90 mins

Nov 2024

The EU Foreign Subsidy Regulation (FSR), applicable since July 2023, enables the European Commission to review subsidies granted by non-EU governments to EU and non-EU companies when they operate within the EU. It introduces three important instruments including mandatory notification tools for merger and public procurement procedures and provides for a general investigative tool to allow the Commission to initiate investigations without prior notification.

- Our FSR experts discuss:
- the general FSR rules
 - implementation by the European Commission since July 2023
 - the recent European Commission clarifications on the assessment of the distortion in the market

Watch [here](#)

EU Competition Law Briefing: Blurring the Lines – A New Era in EU Merger Control?

60 mins

Sept 2024

As the landscape of EU competition law evolves, it's crucial to stay ahead of the curve. We explore the latest developments shaping the future of EU merger control and how they may impact your business.

We dive into key cases that are setting new precedents, including:

- Illumina/Grail and Towercast – A new regime for below-threshold mergers
- Proximus/EDPnet – Case study
- Booking/eTraveli – The new ecosystem theory of harm

Watch [here](#)

FDI screening in Europe: practical perspectives

90 mins

Jun 2024

Foreign investment screening plays an increasingly important role in M&A transactions. It has taken a place alongside merger control as a key regulatory element in any deal. Navigating a multitude of regimes adds increasing time and cost to transactions.

Our experts from Belgium, France, Germany and the UK explore this fast moving space and share practical experiences and some tips and tricks.

We consider the main issues and challenges – together with some national peculiarities – of FDI proceedings, including:

- identifying jurisdiction
- which sectors are captured
- the procedure
- gathering the right information
- the potential risks and how to mitigate these.

Watch [here](#)

Competition Series

60 mins each

Feb-Jul 2023

Session 1: The new UK Subsidy Control regime – key features and impact on UK business

Session 2: The new EU foreign subsidy regime

Session 3: Digital Markets Act and Digital Services Unit: key implications for businesses

Session 4: Foreign direct investment control in the UK and around the world: practical considerations for deal makers

Session 5: Distribution in the digital age: the updated rules on supply and distribution

Session 6: Anti trust enforcement and managing compliance risk

Access the series [here](#)

Vertical Distribution

30 mins each

Mar-Apr 2023

Session 1: What do the new rules mean for retailers

Session 2: Suppliers: why am I at risk?

Session 3: Distributors: what are my rights and what can I push back on?

Session 4: Suppliers and Distributors: what is dual distribution and what is new?

Session 5: Online distribution: where do online platforms need to take extra care?

Session 6: What are Most Favoured Nation Clauses and is the law now clear?

Access the series [here](#)



Corporate

2024/2025 Emerging Markets Report

2 mins

Feb 2025

Findings from the CMS Emerging Europe M&A 2024/25 report, published in cooperation with EMIS, demonstrate the resilience of dealmakers and investors, who are poised to capitalise on opportunities presented by growing businesses in the CEE region – home to some very well-managed companies with enormous potential.

Our report includes:

- M&A activity time trend
- Sector trends
- M&A deal volumes by country

Find the full report [here](#).

Full or partial exit: how to get liquidity

90 mins

Apr 2024

This session, co-hosted by CMS and investment management firm Silverspeak, looked at exits and alternatives. Drawing on practical insights from both a CEO and a Private Equity Investor, the session shared practical tips and best practice on achieving a successful exit in the current environment.

This session was held in person – [contact us](#) to learn more.

European M&A Study 2024

3 mins

Mar 2024

It's been a wild ride for mergers and acquisitions (M&A) around the world this year. Yet, despite the turbulence, we are seeing plenty of reasons to be hopeful about M&A activities in Europe for 2024. The resilience shown amidst economic and geopolitical ups and downs is truly inspiring. Our Study dives into the impressive 559 M&A deals on which CMS advised in 2023 and reports on deal trends and current market standards on risk allocation.

Watch our video highlights and download the study [here](#)

The Emerging Europe M&A Report 2023/2024

60 mins

Feb 2024

CMS and the EMIS, the emerging market information specialist, present the latest M&A statistics for central and eastern Europe and observations on current market trends. Key themes include the impact of energy transition on CEE deals and the increase in Middle East investment

Watch [here](#)

European M&A Study 2023

6 mins

May 2023

It has been a challenging year for M&A, with rising inflation and interest rates, slowing growth and increased geopolitical tension, which have added up to a difficult macroeconomic environment. However, there have been plenty of deal opportunities, as demonstrated by the fact that our study covers a record 509 M&A transactions on which CMS advised in 2022.

Key findings from our 15th annual study include:

- MAC clauses are still not very popular on European deals
- the frequency of earn-outs has continued to rise
- a significant increase in the use of locked box arrangements
- the popularity of W&I insurance has grown significantly
- ESG factors are becoming more important

Watch our video highlights and download the study [here](#)

Distressed M&A

50 mins

May 2022

In a distressed M&A transaction, both the seller and the buyer may face liability risks. In this session, we outline the liability risks in a distressed situation, with a particular focus on the legal frameworks in Belgium, Germany and the CEE region, and provide recommendations on how to avoid these. We also present different transaction structures along with their respective advantages and disadvantages.

Watch [here](#)



Disputes 101 Series (1/2)

In this series, the CMS litigation & arbitration team introduce you to key essentials on topics relevant to disputes, to help improve your understanding of the fundamental aspects of the disputes process. From understanding how to better communicate in a contentious environment to exploring the possibilities of alternative dispute resolution and analysing the fundamentals of reputation management, this series is aimed at in-house lawyers and non-lawyers at all levels of experience, regardless of business or sector area.

Watch all sessions in our Autumn 2025 series [here](#)

Introduction to civil litigation 60 mins Sep 2025	Communicating in a contentious environment (privilege) 60 mins Oct 2025	Introduction to mediation and settlement 60 mins Sep 2025	Enforcement 60 mins Nov 2025	Evidence 60 mins Oct 2025	Introduction to arbitration 60 mins Oct 2025
Emergency measures & injunctions against protestors 60 mins Sept 2025	Reputation management 60 mins Nov 2025	Regulatory action, public law claims and public international law 60 mins Nov 2025	Competition disputes and class actions 60 mins Nov 2025	Spotlight on real estate disputes 60 mins Sept 2024	Corporate crime 60 mins Nov 2025
Jurisdiction and choice of law 60 mins Oct 2023					



Disputes (2/2)

For more trends and resources relating to disputes, visit our Data Driven Disputes page [here](#)

In Dispute: Fraud in Litigation

60 mins

July 2025

Fraud is a growing threat, costing the UK economy an estimated £219 billion each year. As fraudulent activities become more sophisticated and the law moves to keep up, understanding the legal, commercial and ethical consequences of fraud is essential for anyone in business. This session will equip you with the knowledge and tools to navigate the complexities of fraud in the current legal landscape. We explore:

- What Does Fraud Look Like Today: The interplay between civil and criminal fraud, and the common threads that make these cases so challenging
- Fraud in the Commercial Context: The risks and consequences of commercial fraud, the potential for corporate liability for fraud and practical preventative measures to protect your business.
- Ethics in Fraud: The ethical and regulatory dilemmas faced by practitioners in fraud litigation and the importance of integrity and transparency in handling fraud cases.
- New Frontiers of Fraud: The latest trends in fraud, including digital assets, cybercrime and innovative financial schemes. Understand how technology is reshaping the landscape and what you can do to protect yourself and your business.

Watch [here](#)

Hot topics from London International Disputes Week 2025

June 2025

CMS hosted and delivered sessions as part of LIDW 2025 including on the following topics:

- Fraud and asset tracing
- Energy decommissioning: old assets, new challenges - on a global scale
- Foreseeing the unforeseeable: how to manage an AI dispute

These events were held in person. [Contact us](#) to learn

In Dispute: Risk in litigation

60 mins

June 2023

There are many ways of seeing a major piece of litigation, but one way in which is commonly understood by clients is simply as a game of chance. In the commercial sphere in particular, key stakeholders want to know simply what are the chances of winning. But lawyers have traditionally struggled to engage effectively with clients in relation to the risks of litigation, often giving broad brush estimates (if they give even that) of prospects of success without any apparent explanation or rigour.

So, what are your odds, what are the factors which cause uncertainty in litigation and how can these be best analysed and addressed? In this webinar, we look at how lawyers and clients can truly assess the prospects of winning and losing a case and the other risks inherent in litigation.

Watch [here](#)



Media Litigation Toolkit

Media Litigation Toolkit 2025

60 mins each

Jun-Jul 2025

In the digital age, information is disseminated faster, more easily and with less accountability than ever before, posing significant risks and challenges to both individuals and organisations.

Alongside the technological developments, we have seen a growth over the past few years in powerful social movements. These can pose complex issues relating to content moderation and reputation management.

The law and practice of reputation management has, in turn, changed significantly to address these trends and continues to evolve. Our series introduces you to some key themes and brings you up to date on the latest developments in this fast-moving area.

Our three sessions cover:

- **Keeping it secret – claims for confidential and/or private information including**
 - privacy in police investigations and criminal proceedings

- **Reputation management – dealing with inaccurate allegations including:**
 - the latest authorities on the serious harm threshold for defamation claims
 - data protection in the context of reputation
 - public interest and public participation: public interest defence, SLAPP Bill and Economic Crime and Corporate Transparency Act 2023

- **Media litigation in the Internet age including:**
 - Intermediary liability
 - The Online Safety Act 2023
 - AI deep fakes

Watch our 2025 series [here](#)



Employment (1/3)

Find our UK Employment Rights Act 2025 Tracker [here](#)

Employment Rights Act 2025: The Final Position

60 mins each

Jan 2026

Part 1

We cover:

- collective redundancy consultation
- trade union changes
- sexual harassment / third party harassment
- Equality Action Plans

Part 2

We cover:

- Equality Action Plans
- unfair dismissal rights
- flexible working
- fire and rehire
- zero hours
- enhanced statutory rights

Watch [here](#)

EU Pay Transparency Directive and the UK gender pay gap reporting - all you need to know

45 mins

Sept 2025

The EU Pay Transparency Directive is set to close the gender pay gap, reshape workplace equality and compliance standards across Europe.

We consider transparency requirements, reporting obligations, and enforcement mechanisms, with perspective from our specialists in France, Germany, Portugal, and the UK.

Watch [here](#)

Employment cyber breach workshop

2 hours

June 2025

Cyber breach incidents create significant business risk, often involving an array of people related issues. Our scenario-based workshop provides expertise from cyber risk, employment and reputation management specialist. It provides practical pointers for preventing and mitigating the effects of a cyber attack.

This event was held in person. [Contact us](#) to learn more.

Spotlight on Sexual Harassment

March - May 2025

Failing to implement workplace systems to prevent sexual harassment can expose your organisation to legal, regulatory and reputational risk. Employers now have a legal duty to take reasonable steps to prevent sexual harassment at work and the Government's proposed Employment Rights Bill is expected to strengthen that duty, alongside other existing workplace protections against sexual harassment.

In this session we offer practical guidance on:

- designing and implementing prevention strategies to improve workplace cultures
- complying with the duty to prevent sexual harassment and risk mitigation
- how to carry out a sexual harassment risk assessment
- how to conduct sensitive investigations into complaints of sexual harassment

These sessions were given in person. [Contact us](#) if you would like to learn more.

Duty to prevent sexual harassment: the Laing O'Rourke experience

20 mins

July 2025

Listen to the podcast in our Building Voices series [here](#)

Unlocking Potential Through Apprenticeships - a panel discussion with business and policy makers

March 2025

This panel event will bring together Scottish businesses and policymakers involved in skills policy to continue this important conversation following the launch of "Skills for Today and Tomorrow" Thought Leadership report in October 2024. Against the backdrop of changes in to the English system including the establishment of "Skills England" and the rebranding of the Apprenticeship Levy to the "Growth and Skills Levy", the panelists considered the state of play and implications for the system in Scotland.

This sessions was held in person. [Contact us](#) if you would like to learn more

Preventing sexual harassment in the workplace: eLearning

eLearning

Oct 2024

We have an eLearning course to help you ensure compliance within your organisation. This is available off the shelf or on a bespoke basis.

Our eLearning course is designed to help you:

- recognise the types of behaviour that can amount to sexual harassment in the workplace.
- understand the repercussions
- be aware of your responsibilities and what to do if you experience or witness sexual harassment in the workplace.

Learn more about our on-demand and customisable eLearning [here](#)

Employment Rights Bill: practical impacts

45 mins each

Nov 2024

We give a comprehensive overview of the Employment Rights Bill as originally published and its impact on employers.

Part 1: Day One Rights and other key changes

Watch [here](#)

Part 2: Contracts, the employment relationship, trade unions and more

Watch [here](#)

AI regulation in the EU, UK and Asia: essential insights for HR and employers

60 mins

Jun 2024

The EU AI Act is poised to reshape the framework within which businesses operate. Understanding its implications is crucial for managing compliance and leveraging AI technology effectively within your HR practices.

Our Employment specialists in the UK, Germany, the Netherlands and Singapore consider:

- the most important regulations in the EU AI Act for employers, in overview
- Specific impacts of the EU AI Act on roles, AI skills, AI-policies and the relationship with works councils
- regulation in the UK and the AI

Watch [here](#)



Employment (2/3)

A new era? The Employment Rights Act 2025 and AI in employment disputes

120 mins

Feb 2026

Upcoming changes under the Employment Rights Act 2025 and the proliferation of AI tools are levelling the playing field and making employment litigation ever more complex and risky for employers. With many more employees set to benefit from new and enhanced workplace protections and the ability to access quickfire legal advice via AI tools, employers are bound to see more workplace disputes and an increase in employment litigation. Employers need to prepare to navigate this changing landscape.

The event focused on:

- Use of AI in employment disputes and tactics for managing its use by claimants and preventing its misuse.
- Managing litigation risk post-ERA. This will include practical and strategic ways in which HR and ER teams can seek to avoid litigation and succeed in defending claims when they arise. We will also look at how businesses can adapt senior exit strategies in light of the removal of the cap on compensatory awards, and manage the increasing restrictions around the use of non-disclosure agreements when settling claims and disputes.
- Mock cross-examination to help demonstrate the importance of setting up witnesses for success in the tribunal and ways in which to do so.

These sessions were given in person. [Contact us](#) if you would like to learn more.

Navigating complexity: tackling tricky HR Issues

45 mins each

Nov 2024

- Investigations 101: top tips for managing internal workplace investigations
- Won't you come back? Tackling persistent, short-term sickness-related absences and mental health issues
- Redundancies: the legal and non-legal bear-traps (and how to navigate them)

These sessions were given in person. [Contact us](#) if you would like to learn more.

Restructuring and cost cutting in times of crisis (UK focus)

30 mins

Feb 2023

A tough global economic outlook is driving many employers to review their operational costs. Across businesses, hard questions are being asked about where efficiencies can be made – and ultimately what resources can be cut. This session explains the UK restructuring processes and discuss issues and actions which need to be considered from a legal and regulatory standpoint.

Watch [here](#)

This is part of a global series covering 30 jurisdictions.

Find all sessions [here](#)

Striking times: the shifting sands of industrial relations in the UK

60 mins

Mar 2023

Watch [here](#)

Conduct issues under SMCR

30 mins

Dec 2022

We consider how firms deal with conduct issues under SMCR from a regulatory and employment law perspective, the practical challenges and how firms can meet their obligations and the regulatory expectations.

Watch [here](#)

The Law and the Little Things: microaggressions in the workplace

45 mins each

May-Nov 2022

Our webinar series addresses subtle aspects of discrimination in the workplace in the form of microaggressions. We aim to help leaders develop their awareness and understanding of the impact of behaviours that many write off as too trivial to mention; the little things that just happen. Though "little" in name, these occurrences can become large by nature, and businesses must be aware of the deep and often devastating impact of ignoring them. Watch all sessions [here](#) and see our key themes document.

Nov 2022

The genderbread person – covert discrimination or otherisation of people in the LGBTQ+ community

Oct 2022

Pushy little things – microaggressions towards females in positions of power in the business context

Sep 2022

Keep the faith – calling out subtle and bono-so-subtle Islamophobia in the workplace

Jul 2022

A touch of class – social mobility: exclusion of people based on their social profile

Jun 2022

Don't sweat it – microaggressions towards menopause)

May 2022

Hair we go again – understanding hair discrimination



Employment (3/3)

Building Blocks of Employment Law

45 mins each

Sep-Oct 2022

In this three-part webinar series, we look at three topics which are crucial building blocks for those working in HR or employment in the Construction & Engineering sector

TUPE – A Deeper Dive

Modern Slavery

ESG

Watch [here](#)

Employment law basics for the Construction, Engineering and Infrastructure sector

45 mins

Jan 2022

In this series we provide a primer on some key employment issues and highlight their specific impacts for the sector:

TUPE

Watch [here](#)

Discrimination

Watch [here](#)

IR35

Watch [here](#)

Dismissals 101

Our series gives you a practical introduction to key issues relating to dismissals.

Redundancy

30 mins

Dec 2021

Watch [here](#)

Performance

30 mins

Dec 2021

Watch [here](#)

Gross misconduct

30 mins

Dec 2021

Watch [here](#)

Ill health

30 mins

Dec 2021

Watch [here](#)

Tribunal claims: current trends and effective strategies

In a two-part lunchtime webinar series, specialists from our employment team will consider through an 'employer-lens' the current and emerging trends in employment tribunal claims and what these mean in practice. We will also explore strategies for managing potential litigation and settlement taking account of the legal and commercial realities which often arise.

Current trends and what does this mean for employers?

45 mins

Nov 2021

Watch [here](#)

Strategies for managing litigation and settlement

45 mins

Nov 2021

Watch [here](#)

The Lifecycle Of Employment Tribunal Litigation Series

This series covers the lifecycle of employment tribunal litigation.

Judgment Day

30 mins

Feb 2021

Watch [here](#)

Winning witness evidence

30 mins

Feb 2021

Watch [here](#)

The 'ins and outs' of documentary evidence

30 mins

Jan 2021

Watch [here](#)

Receipt of a claim – get off on the right foot

30 mins

Jan 2021

Watch [here](#)

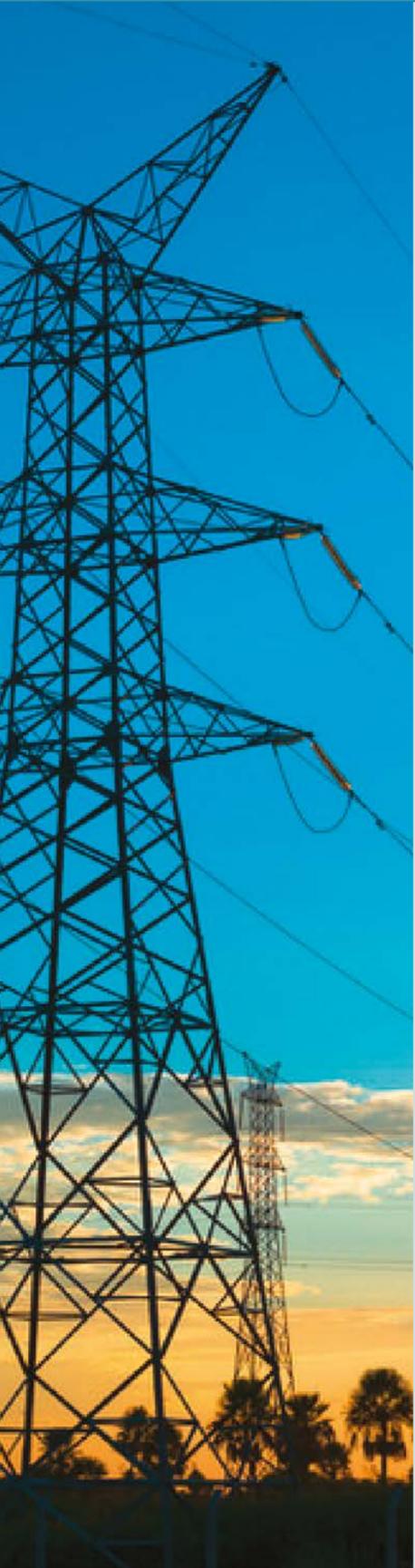


CMS Pensions LawCast

CMS Pensions Lawcast is our podcast series aimed at pensions trustees. We look ahead at key issues developing in the pensions sector, with a focus on what trustees need to know and what you need to do. You can access all our episodes, and subscribe for future episodes, [here](#).

<p>LDI, the Gilt Crisis and Claims Risk</p> <p>60 mins Mar 2023</p> <p>We discuss the issues faced by the pensions industry due to recent turmoil in UK Gilt markets, the resulting LDI crisis and other implications for UK pension schemes. We explore the potential for the crisis to give rise to claims against pension trustees, investment managers, financial advisers and others.</p> <p>Watch here</p>	<p>Episode 44: Pensions Dashboard Taskforce - what's coming up in this area?</p> <p>21 mins Nov 2022</p>	<p>Episode 38: Update on recent Pensions Ombudsman cases</p> <p>16 mins Mar 2022</p>	<p>Episode 32: Equality, diversity & inclusion #2</p> <p>20 mins Oct 2021</p>	<p>Episode 26: Overpayments</p> <p>20 mins Jun 2021</p>	<p>Episode 20: Collective DC</p> <p>23 mins Mar 2021</p>
	<p>Episode 43: Case law update and practical implications</p> <p>15 mins Oct 2022</p>	<p>Episode 37: Update on the derisking market</p> <p>5 mins Feb 2022</p>	<p>Episode 31: Pension Schemes Act 2021 – Information Sharing</p> <p>16 mins Oct 2021</p>	<p>Episode 25: Death benefits</p> <p>13 mins May 2021</p>	<p>Episode 19: ESG 1</p> <p>23 mins Feb 2021</p>
	<p>Episode 42: ESG and Investing</p> <p>20 mins Sept 2022</p>	<p>Episode 36: Update on the year ahead</p> <p>5 mins Jan 2022</p>	<p>Episode 30: Dispute resolution processes</p> <p>24 mins Sep 2021</p>	<p>Episode 24: Pension scams</p> <p>18 mins May 2021</p>	<p>Episode 18: Master trusts 3</p> <p>17 mins Feb 2021</p>
	<p>Episode 41: GMP Equalisation Update</p> <p>15 mins Aug 2022</p>	<p>Episode 35: New transfer requirements</p> <p>29 mins Nov 2021</p>	<p>Episode 29: Equality, diversity and inclusion</p> <p>17 mins Sep 2021</p>	<p>Episode 23: Pension Schemes Act 2021</p> <p>22 mins Apr 2021</p>	<p>Episode 17: Master Trust</p> <p>15 mins Jan 2021</p>
	<p>Episode 40: pension sharing on divorce</p> <p>18 mins Jun 2022</p>	<p>Episode 34: Regulatory burden for small pension schemes</p> <p>29 mins Nov 2021</p>	<p>Episode 28: The TPR Single Code</p> <p>25 mins Aug 2021</p>	<p>Episode 22: GMP Equalisation</p> <p>24 mins Mar 2021</p>	
	<p>Episode 45: What's on the agenda for 2023?</p> <p>26 mins Dec 2022</p>	<p>Episode 39: DC Schemes and Master Trusts and themes arising from recent consultations</p> <p>18 mins Apr 2022</p>	<p>Episode 33: Pension Schemes Act – status update and revised clearance guidance</p> <p>16 mins Nov 2021</p>	<p>Episode 27: GMP equalisation and bulk annuity transactions</p> <p>12 mins Jun 2021</p>	<p>Episode 21: ESG 2</p> <p>19 mins Mar 2021</p>





⚡ Energy and Infrastructure (1/2)

Investing in critical infrastructure and technology in the Nordics

Oct 2025

This event was held in person. [Contact us](#) for more details.

Energy Planning and Real Estate Conference

Jan 2026

2025 has been another year of significant change in the energy planning and real estate sector, with the progress of the Planning and Infrastructure Bill, changes to the consenting regimes for data centres and energy projects and multiple policy developments.

Further developments are expected throughout 2026.

This session explored:

- policy and strategic developments in renewables including the new NPPF, development management policies and the new NPSs;
- the increased move towards compulsory purchase for generation projects and lessons learnt;
- judicial review;
- biodiversity net gain and its introduction for NSIPs; and
- emerging future trends shaping the sector including strategic planning.

This session was held in person. [Contact us](#) to learn more more details.

Old assets, a whole new world of challenges

Sept 2025

With a growing number of 'late life' assets in the UK basin, decommissioning and the resulting challenges are at the forefront of industry's discussions. The assets may be old, but the heavily regulated nature of the industry means that many of the challenges look new. In the UK alone, the dismantling of North Sea oil and gas infrastructure is estimated to cost approximately £24.6 billion through to 2033. Our panel of legal and technical experts explored the legal risks and potential sources of disputes in relation to decommissioning – ranging from disputes with regulators and governments, with JV partners and throughout the supply chain – and how industry might navigate its way through them.

This session was held in person. [Contact us](#) for more details

Australia's compelling case for energy storage investment

Sept 2025

Our roundtable event brought together industry leaders, innovators, and policy experts to discuss the evolving landscape of energy storage in Australia the challenges and opportunities for growth in the Australian storage market.

This session was held in person. [Contact us](#) for more details.

Harnessing consumer demand to accelerate the energy transition

May 2025

An in-person event co-hosted by CMS and Granular Energy, exploring the evolution of clean energy procurement practices towards higher impact and higher granularity approaches. Our panel discussions explored:

- Next-gen green offers
- Driving new technologies
- Policy and standards revolution

This session was given in person. [Contact us](#) to learn more.

REMA Unveiled: Navigating the Future of the UK Electricity Market

Sept 2025

CMS and management consultancy Baringa co hosted an event exploring the UK government's decision on the Review of Electricity Market Arrangements.

We explored:

- the implications of REMA for the energy landscape and investment in renewable energy
- what we know on the emerging reformed national market pricing design and what it means for projects
- investment, innovation and regulatory change
- recent updates to the CfD scheme

This session was held in person. [Contact us](#) for more details.

Managing risks in the Power sector

60 mins June 2025

This session explores:

- Key existing legal and regulatory risks in the power sector.
- Where new legal and regulatory risks are likely to arise in the near future.
- The steps that can be taken to actively manage and mitigate those risks.
- This session was held in person. [Contact us](#) for more details.

Investment into Future Mobility and Transport Decarbonisation

Jan 2026

The discussion covered:

- Market Trends - Current transport decarbonisation investment trends and recent market examples in the UK, EU and beyond
- Investment Case – The latest features of business models (including flexibility revenues and V2G) attracting investment and associated risks and challenges
- Future Facing - 2030 and beyond – developments in different international markets, policy, regulation and technology that will impact the pace of transition.

The discussion focused on investors (both strategic and financial) seeking to deploy capital into the sector, as well as the businesses seeking to raise it.

This session was held in person. [Contact us](#) to learn more for more details.



Energy and Infrastructure (2/2)

Energy Transition Report Launch

June 2025

Our latest report analyses the transition strategies of 16 of the world's largest oil and gas companies, including through detailed review of past, present and future capital allocation.

At this event we discussed its key findings, including:

- the mid-term challenges and longer-term trends facing oil and gas companies in relation to their energy transition strategies
- the multi-solutions approaches that companies are taking to reduce their own emissions, including carbon capture
- ways in which innovative technology, such as AI, is expected to play
- investment trends, reflecting on the shifting balance between oil and gas investments and energy transition investments.
- This session was held in person. [Contact us](#) for more details.

Carbon Capture Use and Storage and Energy from Waste

May 2025

This session was held in person.

[Contact us](#) to learn more.

Future of Renewables 2025

April 2025

Our speakers looked at current hot topics affecting Energy projects across Scotland, with reflections on challenges and opportunities facing developers in the changing environment; including updates on grid and planning reform; integration of AI and financing of projects. There will also be the opportunity for networking following each session.

This was an in-person session – [contact us](#) to learn more.

Renewables Seminar: Energy Storage in Italy

Feb 2025

With over 50GWh+ of storage capacity being required by 2030, the Italian energy storage market is a highly attractive market for developers and investors.

This was an in-person session – [contact us](#) to learn more.

Energy From Waste Series

2023 - 2024

We are running a series of in-person sessions exploring fundamental issues affecting Energy From Waste projects, and the role such projects can play in a Net Zero future. We look at the full lifecycle of a project and the whole value chain, with insights from expert panelists.

Our series explores:

- **Great Expectations:** focussing on the challenges and opportunities for the development of new EfW
- **The Invisible Man:** anticipating and mitigating against disputes over commonly encountered construction, engineering, testing and commissioning risks
- **The Republic:** key operational challenges facing Energy from Waste Projects today and over the next decade, including opportunities for new revenue streams from Carbon Capture Utilisation and Storage, Hydrogen production, private wires and supply of heat
- **The Endgame:** Options to extend the life of aging plants, handback and decommissioning issues, plus a glimpse into the future of Energy From Waste Projects.

These sessions are being held in person. [Contact us](#) to learn more.

Future of Renewables 2024

June 2024

Our speakers looked at current hot topics affecting Energy projects across Scotland, with reflections on potential pitfalls in community benefit structures, the latest in construction contracting, dispute resolution in the energy transition sector, and technical and legal aspects of repowering projects.

This was an in-person session in Glasgow and Edinburgh - [contact us](#) to learn more.

Renewable energy: solving the UK's Grid connection issues

June 2024

With the ScotWind projects progressing, the issue of how we connect these huge projects to the Grid and ensure efficient transmission of electricity around the UK comes into even sharper focus.

In this session we heard from industry and legal experts about

- the recently approved Green Volt Project (which will be the largest Floating Offshore Wind Project in the world),
- Smarter Grid Solutions, who develop and deliver Distributed Energy Resource Management System (DERMS) software
- the steps being taken at a legislative level and by National Grid and DNOs to create a pathway for a better connected and managed electricity network

This was an in-person session – [contact us](#) to learn more.

Contracting update: facing future risks

May 2024

This session focuses on issues to bear in mind when considering contract terms in the offshore industries, to ensure your contracts appropriately address future risks that may impact your project or schedule.

This was an in-person session – [contact us](#) to learn more.

A new vision for water: reflections on the White Paper

165 mins

Feb 2026

This event was an opportunity to:

- Share views on the themes of the White Paper, invite debate with industry panels.
- Examine what we know about the emerging regulatory and market design proposals and what they mean for utilities, investors, and supply chain partners.
- Engage in a forward looking discussion on implementation pathways over the coming years.

This session was given in person. [Contact us](#) if you would like to learn more.



Financial Services (1/3)

Future of Finance: regulatory briefings series 2026

90 mins

Feb 2026

Our Financial Services team explored the latest regulatory developments affecting financial institutions.

The first of our 2026 seminars included a focus on the growing fragmentation of regulation amid an evolving geopolitical and economic landscape, offered practical insights to help you anticipate and manage emerging risks.

Our discussions covered:

- Regulatory outlook: what's on the agenda for 2026?
- Regulating for Growth and Risk: what's changing?
- Holding the regulators to account
- Changes to consumer regime
- Expectations for Risk control

Our discussions in London will cover:

- Enforcement: Out of fashion but teeth are still teeth...
- Round-up of recent enforcement cases
- Lessons to be learned from FCA cases
- Lessons for the future

This session was given in person. [Contact us](#) if you would like to learn more.

FCA Consumer Duty Annual Board Reports: Health Check 2025

20 mins each

June-July 2025

Firms will be in the process of compiling their next annual board reports on assessing compliance with the Consumer Duty. Since implementation of the Consumer Duty, we have seen a flurry of activity from the FCA in conducting product interventions, market and multi-firm reviews, and firm surveys, as well as publishing portfolio and sector letters and examples of good and poor practice, highlighting regulatory expectations on the application of the Consumer Duty.

Our bitesize briefings bring you key content on core areas of regulatory focus based on our analysis of the FCA's publications. We cover:

- **Governance, outcomes monitoring and board reports**
- **Product governance frameworks and fair value assessments**
- **Customer understanding and consumer support outcomes**
- **Vulnerable customers and delivering good outcomes**
- **Complaints handling, root cause analysis, redress and group litigation**

Watch all episodes [here](#)

Cross border Financial Services

30 mins each

Feb - Nov 2025

Stay ahead by understanding how these regulatory changes will impact your institution's strategy and compliance.

- **What are the 3 most important aspects regulators will be looking at in 2025?**
- **Key ESG Regulatory Developments: Navigating Global Changes**
- **How to be compliant with upcoming AML/CTF requirements?**
- **Managing technology risk**
- **The Present and Future of Crypto in LATAM: Navigating Growth and Regulation**
- **Unlocking Africa's Crypto Potential: Regulatory Insights & Growth Opportunities**
- **How important is ESG for financial regulators?**
- **EU CRD6 - Key points for non-EU banks and the international finance sector**
- **Digital Identity in Finance: DUA Act Meets eIDAS**
- **The Berne Financial Services Agreement Explained**

Watch the series [here](#)

Future of Finance seminar: Critical Third Parties Regime

March 2025

These sessions were given in person. [Contact us](#) if you would like to learn more.



Financial Services (2/3)

Banking Under English law: Mastering MiCA in CEE: Licencing in the Czech Republic, Slovakia and Hungary

60 mins

Feb 2025

Watch [here](#)

Building a Responsible and Compliant AI-Powered Organisation

Dec 2024

An AI Masterclass focusing on the ethical and practical implications of AI in financial services. As AI becomes increasingly integrated into the industry, addressing its role in governance, risk, and compliance is essential for responsible transformation.

This session is designed for industry leaders and professionals navigating the complexities of AI in financial services, and looking to optimise processes, business functions, and data management.

Speakers included:

- Dr Paul Dongha, Head of Responsible AI and AI Strategy at one of the UK's largest banks
- Tony Clark, NextWave CEO
- Rob Dedman, CMS Partner

Please [contact us](#) if you would like more information about this session.

Banking Brilliance Bootcamp: Banking Under English Law – Understanding Deeds, Securities, and the Latest Legal Changes

60 mins

Oct 2024

Watch [here](#)

Cross border financial services series

30 mins each

March 2024

- **Spotting and avoiding red flags**
- **Handling a regulatory investigation**
- **Financial crime**
- **Preparing for a regulatory visit**
- **Handling a challenging application**
- **Dawn raids**
- **Navigating the global ESG landscape**

Watch all sessions [here](#)

The future of AI in financial services – where innovation meets regulation

60 mins

Feb 2024

Watch [here](#)



Financial Services (3/3)

Regulatory briefings

Oct 2024

Current hot topics include:

- CP24/2: 'Naming and shaming' subjects of enforcement
- AI in financial services: a regulatory overview
- Privilege and disclosure: pitfalls and practical tips
- Looking ahead to 2025: what can we expect in financial services M&A?
- FCA's findings - more lessons to be learned as we look at the Final Notice on H2O
- Overseas Funds Regime
- Developments in regulatory intervention: financial crime, consumer duty and beyond
- Operational resilience
- Financial crime and authorised push payment fraud
- Cryptoasset regulation

This session was held in-person. [Contact us](#) to learn more.

What's next in digital assets disputes?

Feb 2024

In this session our crypto disputes team explored how the courts are dealing with the unique legal challenges presented by digital assets - including the much anticipated Crypto Open Patent Alliance v Craig White "identity issue" trial.

This session was given in-person. [Contact us](#) to learn more.

The impact of the Berne Financial Services Agreement

60 mins

Feb 2024

The Berne Financial Services Agreement, reached between Switzerland and the UK in December 2023 is a landmark development. It marks a new era in specific financial services sectors, enhancing mutual cooperation and recognition.

Our series looks at the practical the impacts for:

Topics in this series will include:

- Insurance [watch here](#)
- Asset management, banking and investment services [watch here](#)
- Stock exchanges and financial market infrastructures [watch here](#)

2024 regulatory briefings

Jan 2024

Topic covered in our recent in-person sessions include:

- the impact of D&I in the sector
- the FCA's supervisory priorities
- minding the margins – reforms to ARs, FPs and capital requirements
- when the FCA swoops
- enforcement cases on weak controls
- "debanking"
- regulation of crypto & CBDCs
- Sustainability Disclosure Requirements
- Overseas Funds Regime

These sessions were given in-person. [Contact us](#) to learn more.

Cross border financial regulation: how to keep pace with the ever changing face of regulation

20 mins

April-Dec 2023

Against the backdrop of Silicon Valley Bank and Credit Suisse, our series explores hot topics in regulation at this pivotal time.

Watch our recordings and register for future sessions [here](#)

Topics in this series will include:

- Whistleblowers [watch here](#)
- Focus on AML [watch here](#)
- Handling a cross border investigation [watch here](#)
- Current regulatory priorities [watch here](#)
- Keeping up to date with the rules [watch here](#)
- Handling a cyber incident [watch here](#)
- Market abuse rules [watch here](#)
- Sustainability related litigation risk [watch here](#)

Financial Services Bite Size Briefings 2023

30 mins each

Feb-Mar 2023

- **Financial Promotions**
- **Skilled Persons Reports**
- **ESG and insurance: litigation risk**
- **Appointed Representatives**
- **ESG and insurance: regulatory requirements and supervisory expectations**

Watch [here](#)

FCA new Consumer Duty

20-60 mins each

Sept 2022 – July 2023

The FCA's new Consumer Duty comes into force in July 2023 for new and existing products and services that are open for sale or renewal.

The Consumer Duty is a cornerstone of the FCA's three-year strategy, setting higher standards of care. It is being prioritised at every level of the FCA and will drive the FCA's supervision strategies and prioritisation.

The FCA expects good outcomes for customers to be at the heart of firms' strategies and business objectives. Leaders have a key role to play here. Firms' boards and senior management should embed the interests of customers into the culture and purpose of the firm.

With a significant shift in the FCA's expectations, firms can expect their implementation projects to come under real scrutiny in the coming months.

Our webinar series is designed to provide you with a deeper understanding of the FCA's expectations and prepare you for a seamless implementation.

Watch all our webinars [here](#)

Implementation plans and toolkit

The Consumer Duty mindset and consumer understanding

Outsourcing arrangements through the lens of the Consumer Duty

SMCR obligations under the Consumer Duty: Boards and Consumer Duty Champions

Consumer Duty: what does it mean for wholesale firms?

Foreseeable harm, the FOS and litigation risk

What will be in the FCA's crosshairs?



Fintech

Fintech Bytes

FinTech Bytes by CMS is a podcast series which gives you a bite-sized overview of topics affecting the FinTech market and provides insights into some of the latest tech, regulatory, market trends and issues.

Listen to all episodes [here](#)

Episode 22:

Are FinTechs prepared for DORA?

18 mins

Nov 2024

Episode 14:

Women in FinTech

25 mins

Mar 2023

Episode 6:

CBDC

29 mins

Nov 2021

Episode 21:

£3m in pre-seed funding: revolutionising investment with Belong

13 mins

Sept 2024

Episode 13:

What are the key FinTech trends for 2023

15 mins

Feb 2023

Episode 5:

Interview with Suprafin

15 mins

Sep 2021

Episode 20:

How to leverage FinTechs through digitalisation

26 mins

Jun 2024

Episode 12:

Diversity and Inclusion in FinTech

30 mins

Episode 4:

Interview with Alan Ainsworth (OBIE) part 2

60 mins

Oct 2020

Episode 19:

How are FinTechs innovating in financial services?

15 mins

Apr 2024

Episode 11:

Marketing cryptoassets in the UK

30 mins

Jul 2022

Episode 3:

Disputes

23 mins

May 2021

Episode 18:

How is the consumer duty regime shaping the fintech sector?

25 mins

Dec 2023

Episode 10:

How is FinTech disrupting Islamic Finance?

20 mins

Jun 2022

Episode 2:

Interview with Alan Ainsworth (OBIE) part 1

20 mins

Mar 2021

Episode 17:

New rules for marketing crypto assets - what to expect

18 mins

Sept 2023

Episode 9:

Crypto assets – MLR registration

30 mins

May 2022

Episode 1:

Operational resilience

20 mins

Feb 2021

Episode 16:

Data revolution - unleashing the power of synthetic data

33 mins

Sept 2023

Episode 8:

DeFi

19 mins

Jan 2022

Episode 15:

Unlocking the future: generative AI's unprecedented impact on FinTech and litigation

18 mins

Jun 2023

Episode 7:

Akoni

21 mins

Dec 2021



Funds

Digital Operational Resilience Act (DORA): impact on the funds sector

1-3 mins each

2024

The Digital Operational Resilience Act (DORA) is a transformative force in the funds sector, reshaping the relationships between financial entities, financial markets and ICT providers to achieve greater digital resilience. It comes into effect in January 2025. Our video series tells you all you need to know:

- Background and objectives of DORA
- Scope of DORA
- Outsourcing of critical or important – functions
- What does digital operational resilience mean in practice?
- What will change for regulated businesses in terms of internal governance?
- Responsibility of the management of in-scope entities
- Key contractual provisions in agreements with ICT third party service providers
- ICT-related incident management
- Entry into force and what regulated business need to do to prepare
- Delegated acts and review of DORA impacts by the Commission
- Effect of DORA on UK financial entities
- UK legislation: Critical Third Parties

Watch [here](#)

Will blockchain finally disrupt the funds value chain in 2023?

100 mins

Nov 2022

Watch [here](#)

Focus on Funds: Commercial contracts under a microscope

60 mins

Oct 2022

This session considers how force majeure, material adverse change and other similar clauses as well as the doctrine of frustration may be engaged (something that was a frequent issue during the pandemic and will continue to be as markets re-adjust and adapt to the new normal), as well as touching on impossibility of performance and providing some practical steps that businesses (including funds) can take to safeguard their position.

Watch [here](#)

Review of AIFMD and ELTIFR: key takeaways and challenges for loan-originating funds

60 mins

Jun 2022

On November 25, 2021, the European Commission released, among others, long-awaited proposals for reform of the Alternative Investment Fund Managers Directive (AIFMD – Directive 2011/61/EU) and the Regulation on European Long-term Investment Funds (ELTIFR – Regulation (EU) 2015/760). Such proposed amendments (collectively, the Proposal) cover key areas such as, inter alia, delegation arrangements, liquidity risk management, supervisory reporting and provision of depositary/custody services. One of the most significant proposed changes would undoubtedly be the new rules and requirements for loan-originating funds, which why we will devote special time to this topic. CMS is organising a webinar to provide a detailed overview on the key provisions of the Proposal and get a unique opportunity to meet with from various market players who will share their views on this topic.

Watch [here](#)

Focus on Funds: Data protection and cyber security

60 mins

Jun 2022

With the average business suffering some form of online attack every two minutes, this session will assess the scope of the risk, its legal implications and how you can protect your business. We will also offer guidance on a range of topics including common cyber vulnerabilities and how to manage them; GDPR lessons; recent case law on data protection and breach of confidence; and cyber insurance.

Watch [here](#)

Focus on Funds: Dispute Resolution

60 mins

Sep 2022

No matter how carefully you manage your relationships, disputes between GPs, LPs, and service providers, occur from time to time. The reputational and financial risks are high. This session offers a toolkit to help fund managers and institutional investors: understand the critical elements of the dispute and help make the right strategic decisions from day one; identify the practical steps necessary to handle the dispute; assess the risks factors and the potential relevance of alternative dispute resolution; understand new trends in disputes that the funds industry faces.

Watch [here](#)

Focus on Funds: understanding risks to directors and what is expected of them

60 mins

May 2022

Fund directors may find themselves personally responsible for aspects of a Fund's operations or investment decisions in respect of which they have little day-to-day experience or detailed knowledge, from health & safety and environmental obligations to data protection, anti-bribery programmes, modern slavery and supply chain issues and shareholder relations and remuneration. This session explains what fund directors need to know and how they can protect themselves, including recognising common triggers for claims against fund directors; the level of skill expected of fund directors; standards of probity for fund directors; duties to stakeholders; issues relating to remuneration and fund directors' service contracts and what to expect from your insurer.

Watch [here](#)



Hotels & Leisure and Food & Drink

Hospitality Conference 2025

Sept 2025

With the help of senior contributors from Lloyds, and Essendi, we explored hot topics for the sector including:

- debt financing – the current state of the debt finance market
- hotel leases – there have been a number of proposed changes to landlord & tenant laws in the UK – what does this mean for the leased hotels market?
- public M&A – with many real estate-heavy listed companies being taken private or merging, what is driving this activity and what trends are emerging?

This session was in-person. [Contact us](#) for more details.

Supply chain issues in the food and drink sector

90 mins

June 2025

A panel discussion on supply chain issues affecting the food and drink sector, including speakers from: Net Zero programme, Scotland Food & Drink Partnership ; Transition Dundee; SOAS; Anthesis UK; Scottish National Investment Bank; and Ooni.

This session was held in person - [contact us](#) to learn more.

Scottish Hotels Conference 2025

March 2025

An event co-hosted with Savills, our industry panelists explored the latest trends in the sector including:

- tourism and hotel performance
- visitor levy update
- funding hotel acquisitions and development
- legal updates, including corporate crime and contracting with influencers.

This event was held in person. [Contact us](#) to learn more.

Hospitality Conference 2024

Sept 2024

With the help of senior contributors from Lloyds, Maybourne and UK Hospitality, we explored hot topics for the sector including:

- Economic Update
- Interview with Kate Nicholls OBE – CEO of UK Hospitality
- Recent development in Listing Rules and Takeover Code
- Green Agreements
- M&A Study 2024
- A new regime for consumer protection in the hospitality industry
- Interview with Marc Socker, CEO of Maybourne Group

This session was held in-person. [Contact us](#) to learn more.

CMS Kernel: updates for the Food & Drink Sector

45 mins each

2023

This series is aimed at the Food and Drink industry in Scotland and aims to keep you up to date on the latest developments. Our latest series covers the following topics:

ESG considerations in corporate investments and transactions in the sector

Class action risk in the sector

IP updates in the sector

Watch our 2023 webinars [here](#)

45 mins each

2024

Product recalls: managing legal and PR challenges

Copycats

Food labelling, advertising and greenwashing

Immigration issues affecting resourcing in the sector

The funding journey: debt and/or equity - the ingredients for success

Packaging reforms in food and drink: what's coming and what can you do to prepare?

Watch our 2024 webinars [here](#)

Navigating HFSS and Ultra Processed Foods Regulation

Watch [here](#)

Employment law update – Food and Drink sector

Watch [here](#)

ESG from a people perspective: what does it mean for food and drink?

45 mins

Nov 2022

Watch [here](#)

IP protection and IP disputes in the Food & Drink sector

45 mins

Sep 2022

In this session we take a look at:

- the main types of IP relevant to the sector and how they are protected
- where IP disputes/claims may arise
- recent case studies involving IP disputes in the sector
- practical take aways from these cases.

Watch [here](#)

The supply chain and inflation: what use are Force Majeure and Frustration to the food and drink sector?

45 mins

Oct 2022

Watch [here](#)



☂ Insurance (1/2)

The insurance sector continues to deal with fast paced changes. Insurance companies need to keep up with changing regulations and market trends that will impact their day-to-day operations and long term business. It has become crucial for (re)insurers, brokers, their risk managers and general counsel to get the right insight and advice across a wide range of claims and coverage, and regulatory and corporate issues.

Our comprehensive programme aims to give you the expert responses you need on the following topics: Access the whole 2023 series [here](#) and the 2024 series [here](#).

Current and Emerging Risks in Professional Indemnity

165 mins

Feb 2026

This session considered current and emerging risks to the professions. There were a number of short presentations on important professional indemnity risks, current and future, of which insurance professionals need to be aware:

- Key Risks for Legal Professionals and their Insurers – The increased use of technology and artificial intelligence tools and the impact on claims
- Key Risks for Construction Professionals and their Insurers – Insurance considerations for construction professionals facing escalating climate-related risks
- Key Risks for Brokers and their Insurers – Secret Commissions and disclosure duties
- Key Risks for Accountants and their Insurers – The risks of artificial intelligence

This session was given in person. [Contact us](#) if you would like to learn more.

2025 Insurance Sector Programme

60 mins each March-July 2025

- **Product liability in a changing world**
- **Litigation trends in claims handling**
- **Main trends and traps when handling professional indemnity claims (European and non-European jurisdictions)**
- **Cyber**
- **ESG litigation risk in Europe**
- **Contingency insurance: pitfalls when handling European claims**

Register for and catch up with all sessions in this series [here](#)

Claims Academy

Oct 2024

When insurance claims are made, the wording of the insurance policy can come under intense scrutiny. A detailed review of an insurance policy at the outset can mitigate potential difficulties later on.

This Claims Academy guides insurance professionals through the art of policy analysis across a broad range of business lines.

This session was held in-person. [Contact us](#) to learn more.

Cyber insurance claims conference

Sept 2025

A unique conference hosted by CMS, Pinsent Masons, Clyde & Co, DAC Beachcroft, Atheria Law, Kennedys, and RPC.

Designed specifically for professionals in the cyber insurance market, the event focussed on key developments in UK and EU cyber claims including:

- Cyber Claims & Trends Across Europe
- Reducing Friction in the Claims Process
- Regulatory Developments in the UK & EU including the implications of NIS2, DORA, and the evolving stance on ransomware payments
- emerging risks and what's on the horizon for the cyber market

This session was held in person. [Contact us](#) for more details.

CrowdStrike and reinsurance implications

60 mins

Sept 2024

Described as 'the largest outage in the history of IT' and the 'most important cyber accumulation loss event since NotPetya in 2017', there has been plenty written in the insurance press about the recent CrowdStrike outage, how it was caused and the scale of loss facing the (re)insurance industry.

We take a closer look at the outage's implications specifically for cedants regarding their existing cyber reinsurance protections and reinsurers seeking to model/price for similar incidents going forwards. We will explore:

- Whether incidents such as these can be treated as single 'events' for aggregation purposes and the interaction with Hours clauses;
- Whether these incidents could also aggregate with opportunistic cyber-attacks launched off the back of outages against affected companies; and
- What these conclusions mean going forwards for cedants/cyber reinsurers seeking to manage their portfolio exposures.

Watch [here](#)



Insurance (2/2)

The insurance sector continues to deal with fast paced changes. Insurance companies need to keep up with changing regulations and market trends that will impact their day-to-day operations and long term business. It has become crucial for (re)insurers, brokers, their risk managers and general counsel to get the right insight and advice across a wide range of claims and coverage, and regulatory and corporate issues.

Our comprehensive programme aims to give you the expert responses you need on the following topics: Access the whole 2023 series [here](#) and the 2024 series [here](#).

Construction insurance series: tunnels

120 mins each Sept 2024

This session was held in-person. [Contact us](#) to learn more.

Aviation Claims Academy

This session guide aviations insurance professionals through the art of policy analysis for aviation policies.

This session was held in-person. [Contact us](#) to learn more.

Professional Indemnity Insurance Seminar 2023

30 mins each Jun 2023

Our 2023 event brings you an update on legal issues of interest to all PI classes, plus updates for specific sectors. Our hot topics include:

- **Regulatory keynote**
- **Dishonesty issues in professional indemnity claims**
- **ESG and the impact for the professional indemnity market**

Watch [here](#)

2024 Insurance Sector Programme

60 mins each May-Nov 2024

- **ESG litigation risk in Europe**
- **PI Construction**
- **Product liability**
- **Litigation trends**
- **Trends and traps in professional indemnity claims**
- **Claims handling**
- **Natural Catastrophes and Reinsurance Implication**

Watch all recordings [here](#)

Medical malpractice

60 mins Nov 2023

Watch [here](#)

W&I

60 mins Nov 2023

Watch [here](#)

Marine

60 mins Oct 2023

Watch [here](#)

Bonds

60 mins Oct 2023

Watch [here](#)

People issues for insurers

60 mins Sept 2023

Watch [here](#)



Intellectual Property (1/2)

CMS Perceiving the world of patents with Emotional Perception

60 mins

Feb 2026

The UK Supreme Court has recently handed down its judgment in *Emotional Perception v Comptroller*. The decision has been expected to have wide reaching implications for patentability of computer implemented inventions in the UK.

This webinar gives insights into questions such as:

- What is the impact on existing patent portfolios?
- How might the decision influence case law outside the UK, such as at the Unitary Patent Court?
- How might investors in AI technology react?
- Will there be an increase in litigation as a result of the decision?
- What approach should innovators of AI technologies take to protect their technology?
- Should patent applicants make changes to filing or prosecution strategies?

Watch [here](#)

IP Insights Series

60 mins each

Oct-Nov 2025

- Recent trade mark developments and practical implications
- Designs: how to deal with copycats
- Copyright and Gen-AI: UK and EU developments

Watch the series [here](#)

The Unified Patent Court, Two Years in

60 mins each

Sept 2025

Watch Part 1 [here](#)

Watch part 2 [here](#)

Brand Forum 2025

Sept 2025

Our annual CMS Brand Forum explores the latest issues in brand protection and enforcement, including:

- AI and its impact on Trade Marks
- Pro-Active Brand Enforcement
- What's new at the UK IPO
- Brand enforcement – Disputes across Asia
- enforcement success stories and practical insights from our in-house panel

This session was held in person. [Contact us](#) for more details.

Brand Forum 2024

180 mins

Sept 2024

Our inaugural Brand Forum explored brand protection issues relevant to business in all sectors including:

- IP case law review
- in house panel on “tricks of the trade” on how brands can do more with less
- IP enforcement, comparing differences and strategic advantages of English and Scottish legal systems
- divergence in the UK and continued exploitation of Pan-European relief

This session was held in-person. [Contact us](#) to learn more.

Multi-jurisdictional infringement: Enforcement of IP judgments

60 mins

Jul 2023

As the world becomes even more interconnected and digitalised and supply chains become more complex, it is increasingly rare for IP infringement to occur in isolation. Typically, an infringing good or service will be offered to. Using a case-study based on real-world experience and pooling the experience of CMS lawyers in the UK, France, Germany, Poland, Spain and the Netherlands, this session examines the strategic and practical issues arising from multi-jurisdictional infringement, the procedure for enforcing foreign judgments and the availability and ease of securing interim relief across the UK and EU.

Watch [here](#)

CMS and IPLA: Delivering cost effective IP enforcement before the UK Courts

60 mins

Nov 2023

This panel discussion explores how IP rights owners can enforce their IP rights in a co-effective manner and how the UK IP profession can make the UK an even more attractive venue for clients to pursue IP claims. Featuring Richard Hacon the Presiding Judge of the Intellectual Property Enterprise Court and Chair of the Copyright Tribunal plus IP counsel from IPLA, CMS and other UK firms.

Watch [here](#)



Intellectual Property (2/2)

Deeptech patents

60 mins

Jun 2023

We discuss how to protect deeptech technologies with patents with reference to case studies as well as case law from the European Patent Office and other offices. We compare and contrast the situation in different jurisdictions and consider the impact of regulation and standards on intellectual property strategies. We consider how generative AI tools may assist in the creation and protection of deeptech technologies.

Watch [here](#)

Strategies for protection innovation - trade secrets or patents?

60 mins

May 2023

Watch [here](#)

Introduction to Intellectual Property Series

In this series our IP specialists guide you through the legal and regulatory framework for each form of IP, illustrate the principles with topical, real-world examples and share insight into the factors that give these rights commercial value to your organisation.

Watch our Autumn 2025 series [here](#)

Domain names, social media and online infringements

60 mins

Sept 2025

IP in context and copyright

60 mins

Sept 2025

Patents

90 mins

Oct 2025

Trade marks

60 mins

Sept 2025

Transactional IP

60 mins

Oct 2025

Design rights

90 mins

Oct 2025

Protection of 3D designs as copyright works – is the CDPA loophole of “artistic works” closing?

60 mins

Feb 2023

Watch [here](#)



Life Sciences & Healthcare

On The Pulse 2025

60-75 mins

May-June 2025

- **Public procurement hot topics for the sector**
- **AI, DTx, telemedicine: latest trends and legal updates for digital health**
- **EU Pharma Package**
- **Beauty**

Watch the series [here](#)

On the Pulse: Cyber Breach Preparedness and Response for the Life Sciences & Healthcare Sector

60 mins

Nov 2024

Watch [here](#)

On The Pulse: the EU health data space

60 mins

Oct 2024

Watch [here](#)

On The Pulse: EU Pharma Package

60 mins

June 2024

Watch [here](#)

On The Pulse: The Unified Patents Court. Issues for the life sciences sector

60 mins

Apr 2024

Watch [here](#)

What's New in AI Regulation and Data Protection?

Apr 2024

This session featured panellists from the Health Research Authority, UCL, the Wellcome Trust and CMS. Topics included:

- **Intersection of AI and Data Protection**
- **Research regulatory considerations for AI in healthcare**
- **AI/DP insights from the perspective of conducting medical research**
- **AI/DP insights from the perspective of medical research funding**

These sessions were given in person. [Contact us](#) if you would like to learn more.

Healthy Horizons

60 mins each

Mar-Nov 2023

The Life Sciences & Healthcare sector is under increased scrutiny from an ESG-perspective, with pressure faced in every aspect of the value chain. The attention on each of the three pillars of ESG provides an opportunity for businesses to demonstrate ESG excellence, create business value through fair and responsible working practices, and be a lever for growth as well as societal good. Our webinars explore these topics:

- **Governing for good**
- **Managing the supply chain responsibly**
- **Responsible approaches to marketing, risk and reputation**

Access the series [here](#)

Life Science Fundamentals

Half day workshops

Mar-Jun 2024

Aimed at junior in-house counsel or those new to the sector, our workshops will guide delegates through the life cycle of pharma and medical devices products and provide an overview of the following subjects.

Product development

- **Regulatory framework:** An introduction to the UK regulatory framework governing medicines and medical devices during a product's life cycle, including an overview of the key legislation, authorisation requirements and legal risks.
- **Protection of IP:** Key considerations for a life science company's IP strategy including protecting assets and navigating third party IP rights.
- **Clinical trials and investigations:** An overview of regulation of clinical trials and clinical investigations, covering key responsibilities of clinical trial/investigation sponsors including some commonly occurring legal issues for sponsors.
- **Data privacy:** Engaging with data protection requirements early at the product development stage is imperative to build in compliance from the outset and reduce potentially costly mistakes later. We will outline what to consider, including privacy by design and default, and data protection impact assessments.

Product commercialisation

- **Procurement:** An overview of the application of UK Procurement rules to regulated tendering activities within the life sciences sector including an update on the recent and upcoming regulatory changes.
- **Competition:** How to spot and address typical competition law touchpoints - considering the rules in respect of anti-competitive agreements, abuse of a dominant position and merger control.
- **Licensing:** An overview of intellectual property licensing within the life sciences sector, focussing on the in-licensing and commercialisation of pharmaceutical products.
- **Disputes:** Practical steps on communication in a contentious environment and strategies for successful dispute resolution.
- **Product liability:** EU/UK developments in product liability impacting on the risk of increased litigation for life sciences companies.

These are in-person sessions. [Contact us](#) to learn more.



Real Estate & Planning (1/2)

Investing in Real Estate in the Nordics

165 mins Feb 2026

This seminar explored current opportunities and market dynamics in the Nordic real estate sector.

With a particular focus on the asset classes currently experiencing strong traction and sustained international interest – Residential, Logistics, and Hotels – the session will provide market outlooks, practical insights and comparative perspectives across the Nordic countries.

This session was given in person. [Contact us](#) if you would like to learn more.

CMS Real Estate Series 2026

30 mins Feb 2026

- **The Implications of the Commonhold and Leasehold Reform Bill**

Watch the series [here](#)

CMS Real Estate Series 2025

30 mins each Feb-Nov 2025

- **Residential Property Reforms - What to Expect in 2025?**
- **Telecoms and redevelopment - a practical guide for landowners**
- **CMS International Expert Guide to ESG in Real Estate**
- **Digital Infrastructure & Data Centres - Key Market Trends**
- **Residential legislative update**
- **Reform of commercial landlord and tenant legislation for England and Scotland**

Watch the series [here](#)

Bricks and mortar: the life cycle of commercial real estate

Mar 2024

Our series gives an overview of common legal and practical issues encountered during the lifecycle of a building.

Acquisition and management

- Due diligence (including reporting, replies to enquiries and searches)
- Ongoing management (including tenant applications and insolvency)
- MEES (Minimum Energy Efficiency Standards)

Development

- Development Constraints (including title matters and neighbourly issues)
- Rights of Light
- Vacant Possession (including 1954 Act issues and telecoms)
- Pre-lets (including Heads of Terms and common conditions)
- Construction (including procurement, appointments and warranties)
- Planning (including section 106)

These sessions were given in person. [Contact us](#) if you would like to learn more.

CMS Real Estate Series 2024

30 mins each Feb-Nov 2024

- **The updated Green Lease Toolkit from the Better Buildings Partnership**
- **All change: an update on residential law reform**
- **The Building Safety Act 2022 and student accommodation**
- **Biodiversity Net Gain**
- **Implications of the Leasehold and Freehold Reform Act 2024**
- **Repurposing the High Street for life sciences and healthcare**
- **The Landowner's guide to dealing with telecoms operators**
- **Impact of changes to registration of overseas entities and other Companies House reforms for property companies**
- **Key real estate issues to consider with data centres**

Watch/register for all sessions [here](#)

CMS Real Estate Series 2023

45 mins Mar-Nov 2023

Access the series [here](#)

- **What overseas entities need to do to satisfy the Economic Crime Act registration requirements?**
- **Key energy efficiency changes for commercial property from 1 April 2023**
- **Dealing with tenant insolvency – the landlord and tenant perspectives**
- **Update on building safety legislation**
- **Business Rates Mitigation Schemes**
- **Latest changes to the Electronic Communications Code**
- **Planning Reforms – Planning Policy, Levelling Up, Biodiversity Net Gain and all the updates you need to know**
- **Rented Accommodation in Great Britain: The Changing Landscape**
- **The approach to green leases in the light of the Better Building Partnership's new green leases toolkit**



Real Estate & Planning (2/2)

Time to talk about the real estate debt market

40 mins Sept 2023

An update and a discussion for investors from the Far East on the state of the UK banking and debt markets. We share practical tips on how to make the best of the current market conditions and find opportunities in the current environment in which we operate. Co-hosted by Colliers Debt Advisory Team and the CMS Real Estate Finance Team.

Watch [here](#)

Real estate disputes and ESG: a rise in mediation

60 mins Feb 2023

Watch [here](#)

CMS & EPRA Insight London 2026

Jan 2026

This session explored the latest developments, how our sector responds to change and what is yet to come in 2026 for listed real estate.

This session was held in person. [Contact us](#) to learn more for more details.

Planning Ahead

3-5 mins each 2024

Our bite sized video series looks at the basics of planning law.

Watch the series [here](#)

- **Introduction to planning law**
- **Conditions and section 106 obligations**
- **Planning decisions, appeals and call-ins**
- **An introduction to Biodiversity Net Gain (BNG)**
- **Delivery of BNG**
- **Challenges and consequences of BNG**
- **Changing planning permissions**
- **Heritage and conservation**
- **Renewable energy consenting**
- **Green belt**
- **Use classes**
- **Highways**
- **Environmental Impact Assessments**
- **Affordable housing**
- **Highways**



Construction (1/2)

See our **Building Voices Podcast** series on the next page

Bridging the gap between legal and technical

60 mins Sept 2025

Successful project delivery requires seamless collaboration between technical and legal teams. This webinar will explore how legal structure and technical realities intersect—and sometimes clash—in construction projects. Our expert panel will unpack key areas where legal and technical co-ordination is critical and how it can be facilitated. These will include

The interaction between the contract and technical schedules with examples focusing particularly on NEC Contracts Liquidated / Performance Damages, and Dispute prevention and resolution.

Watch [here](#)

Data and Technology in Design

March 2025

This session was given in person. Please [contact us](#) if you want to learn more

Building Safety Act Conference 2025

March 2025

We explored the next phase of regulation, how the BSA is impacting development and construction and how the Courts are applying the legislation.

This session was given in person. Please [contact us](#) to learn more

Maximising the opportunities of NEC

90 mins Dec 2024

The NEC suite of contracts has evolved significantly since its initial publication and the contracts have become widely used across the UK. We explore the untapped opportunities within NEC contracts, looking at underused provisions and effective management of claims to maximise the value of your contracts.

Watch [here](#)

Latest updates on construction

60 mins Sept 2024

We explore:

- the impact of the UK election on the construction landscape
- the impact of recent rulings on prescription, collateral warranties and no-loss arguments

Watch [here](#)

JCT 2024: Revolution or Evolution?

Jun 2024

We the examine the key updates in the recently released JCT 2024 Design and Build Contract, including:

- changes in risk profile
- how the Building Safety Act has been addressed
- and potential new hot topics for contract negotiations

This session was given in person. [Contact us](#) to learn more.

Construction Focus: annual construction law review

45 mins Jun 2023

We discuss recent developments in case law and key legal themes we are coming across including:

- fire safety and cladding claims
- delay damages
- liability caps and
- management of ESG risk

Watch [here](#)

Feb 2024

The latest construction law developments and market trends explored in our recent sessions include:

- Practical implications of the continued rise in ESG requirements
- Management of fluctuation provisions and inflation in contracts
- Legislative changes affecting construction

This session was given in person. [Contact us](#) if you would like to learn more.

Building Safety Act Conference 2024

May 2024

We looked at the new building safety regime and how it is impacting development and construction, including:

- a recap on the Building Safety act 2022 and related legislation
- new roles and responsibilities
- duties in relation to Higher Risk Buildings
- enforcement by the Building Safety Regulator
- Building Liability Orders
- how the courts are applying the rules

This session was given in person. Please [contact us](#) to learn more.

Employment law basics for the Construction, Engineering and Infrastructure sector

In this series we provide a primer on some key employment issues and highlight their specific impacts for the sector:

TUPE
Watch [here](#)

IR35
Watch [here](#)

Discrimination
Watch [here](#)

The Building Safety Act and the student accommodation sector

60 mins Nov 2023

Watch [here](#)

Review of 25th anniversary of the Construction Act

60 mins Jun 2023

The Housing Grants, Construction and Regeneration Act 1996 came into force on 1 May 1998. We discuss the revolutionary changes introduced by the Act and its current relevance for operations, payment mechanisms and adjudication provisions Looking to the future, we discuss our predictions for the next stage of evolution for contracting in the construction industry.

Watch [here](#)



Construction (2/2)

CMS Building Voices

Building Voices is a podcast series that focuses on topical issues impacting dispute resolution and dispute management in the construction and infrastructure industries. Our speakers include specialists from CMS, external counsel and industry experts.

Listen to all episodes [here](#)

Episode 28: What the Procurement Act 2023 means for you

15 mins Sept 2025

Episode 27: The duty to prevent sexual harassment - the Laing O'Rourke experience

20 mins July 2025

Episode 26: UK competition enforcement report: key points for out clients in the building and construction sectors

13 mins Nov 2024

Episode 25: Execution pitfalls

12 mins Nov 2024

Episode 24: Providence v Hexagon: round two

10 mins Oct 2024

Episode 23: CMS International Construction Study 2024

16 mins Jun 2024

Episode 22: Opportunities in the nuclear sector

10 mins May 2024

Episode 21: Termination - eat, sleep, breach, repeat

8 mins Apr 2024

Episode 20: Reinforced Autoclaved Aerated Concrete (RAAC): a gathering storm

15 mins Mar 2024

Episode 19: "Smash and grab" adjudications - where are we now?

10 mins Nov 2023

Episode 18: Fundamental changes - a mini series on the Building Act Episode 17: How should employers approach termination?

10 mins Jan 2023

Episode 16: Delay issues 101

15 mins Oct 2022

Episode 14 and 15: Equality, diversity and inclusion in construction

15 mins Aug 2022

Episode 13: Adjudication and enforcement

10 mins Jul 2022

Episode 12: Damages and losses - how far can I go?

14 mins Feb 2022

Episode 11: Witness statements and Practice Direction 57AC: can I get a witness?

28 mins Dec 2021

Episode 10: Payment/Pay Less Notices: I don't believe it!

13 mins Nov 2021

Episode 9: Treaty claims for cancelled and modified infrastructure projects

10 mins Nov 2021

Episode 8: Technology and data in construction disputes

25 mins Oct 2021

Episode 7: On-demand bonds - the Sharpoorji decision

11 mins Aug 2021

Episode 6: A discussion with Marcus Taverner QC about advocacy

18 mins Jul 2021

Episode 5: Early identification and management of a dispute - mediation

16 mins Jun 2021

Episode 4: Disputes avoidance in the Construction and Infrastructure sectors - anticipating, preparing, protecting

18 mins Jun 2021

Episode 3: The times they are a-changing - change of law clauses and agreements to agree

16 mins May 2021

Episode 2: What next for construction contractors in 2021?

14 mins Apr 2021

Episode 1: Conflicts of interest - appointing experts from a global professional services firm

10 mins Apr 2021



Technology, Media & Telecoms (1/2)

Visit our [International Digital Regulation Hub](#) [here](#) and our [Data Law Navigator](#) [here](#)

Gaming risk

90 mins

June 2025

As the gaming industry continues to grow, understanding and mitigating risks is more important than ever. This roundtable discussion provided valuable insights on how to safeguard your operations and ensure compliance in a rapidly changing environment.

This session was held in person - please [contact us](#) to learn more.

Media Update Morning Spring 2025

May 2025

What you really need to know about AI: What does the law say, how to draft for AI and how to manage risk on AI investments

- **Formats: With non-scripted commissions being increasingly important, how do you protect your ideas?**
- **The Online Safety Act: Who is in scope and who's not. Plus an update on OFCOM's latest's consultations**
- **SOS! There has been a complaint about serious wrongdoing. What's your next move?**
- **Media Act 2024: Where are we up to?**

This event was held in person - [contact us](#) to learn more.

Smart Contracts, Smarter Lawyers: Legal Tech & AI in action

Our session covered a range of topics to help the future of contract management and how to leverage technology to mitigate risk and drive efficiency. Discover how CMS's innovation team is developing and deploying legal technology to enhance contract management. Learn about practical tools and resources that can streamline workflows, reduce bottlenecks, and support your legal function.

This session was held in person. [Contact us](#) to learn more.

AI and the media industry

March 2025

In this roundtable event we explored the latest AI developments impacting the media and creative industries including:

- the UK consultation on text and data mining
- an increase in licensing discussions between owners of large content libraries and AI companies
- ever-improving AI tools being developed and deployed in the production sector
- ongoing debate about inbuilt bias in large language models
- the UK government's plan for the UK to become the number one place for investment in AI.
- This session was held in person. [Contact us](#) to learn more.

Digital Infrastructure Seminar: Key commercial trends in data centres

Feb 2025

Guest speakers include Danny Quinn, Managing Director at Datavita, who will provide a virtual Data Centre guided tour.

The seminar will also discuss if digital infrastructure is ready and able to deliver what's needed to meet the demand across the industry.

This session was held in person. [Contact us](#) to learn more.

Media Update Morning Winter 2024

Dec 2024

We look at topical issues in the sector including:

- **Implementation of the Media Act**
- **Film and TV tax credit regime**
- **The busy world of advertising regulation**
- **The threat from patent licensing programs on the media sector**
- **Refresher on liability**

This session was held in person. [Contact us](#) to learn more.

Sports Conference 2024

Nov 2024

At a pivotal moment in the world of sport, we heard from sector leaders on topics, including:

- **The Women's Super League**
- **Perspectives on Major Events**
- **The relationship between Gambling and Sport**
- **Investment in Sport**
- **Addressing online abuse**

Our speakers included:

- Zarah Al-Kudcy, Chief Revenue Officer, Women's Super League
- Vikram Banerjee, Director of Business Operations, England & Wales Cricket Board
- Yani Davis, Global General Counsel, Deos and Football Operations, Unilever
- Nikki Doucet, CEO, Women's Super League
- Mike Holinski, VP, Epic Global Solutions
- Grainne Hurst, Chief Executive, Betting and Gaming Council
- Poonam Majithia, Legal Counsel, UEFA
- Tim Payton, Principal, Sports Communications
- Nick Rust OBE, former Chief Executive, British Horseracing Authority
- Shahab Uddin MBE, Chief Operating Officer, Team GB
- Gemma Wright, Senior Managing Director, CVC Capital Partners

This session was held in person. [Contact us](#) to learn more.



Technology, Media & Telecoms (2/2)

Tech and Commercial Insights

60 mins

Oct 2024

This session aims to help you maintain your organisation's competitive edge by strengthening your contractual strategies. We look at:

- **IP Clauses: Drafting for Maximum Protection**
- **Confidentiality: Big Deal or Boilerplate?**
- **Update on the Latest Consumer Law Developments**
- **Indemnities refresher**

This session was held in person. [Contact us](#) to learn more.

CMS International Network Sharing Study

60 mins

Sept 2024

We reflect on 10 years of the study and the changes which have taken place during this time.

The fifth edition of this study looks at over 120 network shares in 46 markets since May 2021. We have seen how policy, regulation, competition, structures and financing are evolving across jurisdictions. Many of the network sharing opportunities available have now been taken and there has been a reduction in regulatory scrutiny across Western Europe which is potentially a result of greater investment in network infrastructure.

During our launch webinar, we will hear from panellists from Macquarie Group and Arthur D. Little with insights into their roles within the digital infrastructure ecosystem.

Watch [here](#)

Tech and Commercial Insights

June 2024

This session aims to help you maintain your organisation's competitive edge by strengthening your contractual strategies. We look at:

- **The EU AI Act: what you need to know about the world's first comprehensive AI law**
- **How to negotiate the complex clauses in IT and business process outsourcing contracts**
- **A reminder of key drafting considerations for limitation of liability clauses**
- **A recap on important recent cases for tech and commercial contracts**

This session was given in-person, [Contact us](#) to learn more.

Media Update Morning Spring 2024

May 2024

We look at topical issues in the sector including:

- **The latest changes to the Media Bill and FAST channel regulation**
- **Why you need to know about ECCTA now!**
- **The busy world of regulation (tax credit changes, online safety and more)**
- **Privilege quiz (how to keep it and lose it!)**

This session was held in person. [Contact us](#) to learn more.

Intelligent Tech Series

15 mins each

Sept 2023

Brought to you by experts in the Finance team specialising in digital assets and deep tech, this series explores important and topical themes in the artificial intelligence (AI) sector.

- **A deep dive into deepfakes**
- **Using AI to protect people**
- **Discussing AI Hype and a no-code solution to data management**
- **Can technology be more human?**
- **The EU AI Act, corporate risk and compliance**
- **Open source AI and federated learning**
- **Intelligent Tech series 1 in review**

Watch [here](#)

The EU Data Act

60 mins

Sept 2023

In June 2023, the EU reached agreement on new legislation that will introduce far-reaching rules on access to and use of data in the EU. It aims to boost the EU's data economy by unlocking industrial data, optimizing its accessibility and use, and fostering a competitive and reliable European cloud market. We analyse the key impacts.

Session 1: cloud-related provisions
Watch [here](#)

Session 2: Data-sharing provisions
Watch [here](#)



Gambling

Cyber breach workshop for the gambling sector

Oct 2025

With input from specialists in corporate intelligence, cyber security and PR, we ran a small-group workshop to help gambling clients prepare for and deal with a live incident including:

- Identifying potential weak points in existing arrangements
- Preparing crisis response and communications strategies
- Understanding how best to deal with inquiries from the regulators (ICO and Gambling Commission) and media
- Minimising any reputational damage
- Dealing with civil litigation by corporates and data subjects

CMS Gambling Conference 2024

60 mins

June 2024

Our annual conference brought together industry leaders to discuss the latest developments and biggest issues facing the industry.

Our session included an “in conversation with” Andrew Rhodes, Chief Executive of the Gambling Commission and a Q&A with a panel of current and former CEOs from major players in the sector.

This session was given in-person, [Contact us](#) to learn more.

Unregulated Gambling Markets and Financial Crime: The New Landscape

60 mins

Jan 2024

The difficulties of operating in unregulated gambling markets have been recognised for some time. However, the risk environment for UK operators has been brought into sharper focus by:

- the Deferred Prosecution Agreement in *R v ENTAIN* in December 2023 which included a financial penalty and disgorgement of profits of £585 million in respect of alleged breaches of the Bribery Act; and
- the creation of a new legal regime for corporate crime under the recent Economic Crime And Corporate Transparency Act (“ECCTA”).

What are the consequences for the UK gambling industry and what steps should be being taken to manage risk and ensure legal compliance?

In this session we explore:

- grey markets in the UK regulatory framework
- financial crime liabilities for operators with grey market exposure
- *R v Entain* and what it signals about UK law enforcement
- ECCTA and new investigatory powers – how will these be used and against whom?
- money-laundering risks in the new environment
- compliance and risk-mitigation
- impact on M&A and due diligence

Watch [here](#)

Gambling White Paper Review

60 mins

Jul 2023

The Gambling White Paper was published in April 2023. We are joined by senior industry figures for an in-depth discussion on the changes that could be coming.

Our panellists are:

- Tim Miller, Executive Director at Gambling Commission
- John O’Reilly, Chief Executive Officer, The Rank Group plc
- Brigid Simmonds, Chair, Betting and Gaming Council
- Joanne Whittaker, Chief Executive, BetFred
- Dan Waugh, Partner, Regulus Partners

Watch [here](#)





Entrepreneurship

Talking to #LeadHers

Talking to #LeadHers is a podcast in which we extend the conversation around female entrepreneurship beyond the challenges and instead focus on positivity and the actions we can each take to drive change. Featuring members of the **CMS equip** accelerator programme and showcasing the work of inspirational female founders, we provide an in-depth view of the entrepreneurial journey and the developments taking place across their industries. Listen to all episodes [here](#)

Dr Rebecca Allam, CEO and Co-founder, PreActiv

22 mins Feb 2025

Izzy Obeng, Co-founder and Chief Executive Officer of Foundervine

38 mins Dec 2024

Bryony Williams, founder of The Glass Female

18 mins Oct 2024

Natalija Karpichina, COO of Matlogic: coding, resilience and being a disrupter

30 mins Sept 2024

Carolyn Shephard, founder of Emmeline.AI

18 mins Jul 2024

Rachel Citron, Invest In Women Hub

20 mins Jun 2024

Priya Guliani, CEO of EarthID

20 mins May 2024

Claire Trant, Co-Founder and CEO of Untap Health

18 mins Apr 2024

Claire Trant, Co-Founder and CEO of Untap Health

18 mins Apr 2024

Alice Smith of SpeakUnique

20 mins Mar 2024

Carolyn, Currie, Chief executive of Women's Enterprise, Scotland

30 mins Jan 2024

Dagmara Aldridge, Chief People and Culture Officer, Zumo

20 mins July 2023

Episode 9: Gabrielle Bourret-Sicotte, CEO and Co-Founder of Greenr

10 mins Jun 2023

Episode 8: Ruby Pillai, Co-founder and CEO of iWarranty

30 mins May 2023

Episode 7: Jo Eckersley, Founder and CEO of Bubbl

20 mins April 2023

Episode 6: Emma Loedel, Startup Grind and novosound

20 mins Feb 2023

Episode 5: Andrea Sommer from Hive Founders

25 mins Jan 2023

Episode 4: Building a Mission-led Business

27 mins May 2021

Episode 3: Digital health and the 'FemTech' badge

30 mins May 2021

Episode 2: Closing the funding gap The importance of strong foundations

34 mins Apr 2021

Episode 4: Aimee Nisbet and Kenan Packman from The Hearst Corporation

40 mins Dec 2022

Episode 3: Layla White, CEO & Founder of TechPassport

26 mins Nov 2022

Episode 2: Dr Ruth Faram, Chief Scientific Officer at Higher Steaks

11 mins Oct 2022

Episode 1: with Cindy van Niekerk, Founder & CEO of Umazi

30 mins Mar 2022

Episode 10: Mentoring and the network effect with Career Ready

32 mins Nov 2021

Episode 9: Employee wellbeing and collaboration with Huckletree

30 mins Nov 2021

Episode 8: BorrowMyDoggy and wellbeing

17 mins Sep 2021

Episode 7: Financial inclusion using open banking

29 mins Jul 2021

Episode 6: Decentralised finance

29 mins Jun 2021

Episode 5: Open Finance

25 mins Jun 2021

Episode 1: Closing the funding gap

33 mins Mar 2021



Culture, Diversity and Skills

See next page for our Skills For Future Facing Teams series, click [here](#).

Black History Month: an audience with Baroness Floella Benjamin

October 2025

The 2025 Black History Month theme was "Standing Firm in Power and Pride". Our keynote speaker was Baroness Floella Benjamin, award-winning presenter, author, and advocate for children's rights and social mobility, life peer, Chair of BAFTA – Television, Chancellor of the University of Exeter, and Chair of the Windrush Commemoration Committee. In the session she reflected on how she has stood firm in her identity and values throughout her life and offer practical inspiration on how we can all use our power and privilege to be allies, role models, and changemakers.

This session was held in person. [Contact us](#) to learn more.

She Can, I Can, We All Can... Accelerate Action

Apr 2025

In this event we reflect on this year's International Women's Day theme, #AccelerateAction, which focuses on the need to take swift and decisive steps to achieve gender equality and calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in person and professional spheres.

This session was held in person. [Contact us](#) to learn more.

International Women's Day 2025: An Audience With Hetti Barkworth-Nanton, CBE

Mar 2025

The keynote speaker for our 2025 IWD event was Hetti Barkworth-Nanton, CBE, Chair of the Board of Trustees of Refuge, the UK's largest domestic abuse organisation. The 2025 theme, #AccelerateAction, emphasises the importance of taking swift and decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres.

This session was held in person. [Contact us](#) to learn more.

Harnessing Neurodiversity in the legal profession

75 mins Nov 2024

Neurodiversity is common: 1% of adults are on the autism spectrum; 5% of adults have ADHD; and 10% of adults have dyslexia. These figures may be higher in high-performing professions like law or medicine where attention to detail or ability to focus hard for long periods are an asset. We may have neurodiverse colleagues who either don't know they are neurodivergent, or don't acknowledge it publicly.

This session was led by Dr Judith Mohring, a consultant organisational psychiatrist, who is both a medical expert in neurodiversity, and a member of a large neurodiverse family.

- Introduction to neurodiversity
- an overview of common patterns of neurodivergence, including autism, ADHD and dyslexia
- how to get the best out of the ways different brains think at work, including case studies of neurodivergent colleagues in law
- where to go for more information for those who are curious about this topic.

Watch [here](#)

International Women's Day 2024: #InspireInclusion - an audience with Rupal Patel

Mar 2024

This was held in person. [Contact us](#) to learn more.

A new ERA for DE&I?

90 mins Oct 2024

As part of our focus on team culture and values, we take a fresh look at Diversity, Equity and Inclusion with Employee Experience consultant Francis Goss. We take stock of the current DE&I landscape and the practical actions we can all take to promote a culture of belonging, mutual respect and fairness.

We explore:

- the challenge of "DE&I fatigue" and barriers to engagement
- language and terminology – and why these matter
- how the key skills of Empathy, Respect and Acceptance can mark a new ERA for DE&I
- the commitments we can all make to play our part.

Watch [here](#)

Empowering women: strategies for influence and impact

60 mins Jan 2024

Watch [here](#)

International Women's Day 2023: #EmbraceEquity – An Audience with Charlie Martin

90 mins Mar 2023

This year's IWD theme is #EmbraceEquity – acknowledging that we don't all start from the same place and recognising the importance of creating a fair and equal world.

Watch [here](#)

Gender equality: bringing men into the conversation

60 mins May 2022

This session sees notable men and women in leadership positions from across CEE come together to share their approaches, initiatives and thoughts on this topic.

Watch [here](#)

The Law and the Little Things: microaggressions in the workplace

45 mins May-Nov 2022

Our series addresses subtle aspects of discrimination in the workplace in the form of microaggressions. We aim to help leaders develop their awareness and understanding of the impact of behaviours that many write off as too trivial to mention; the little things that just happen. Though "little" in name, these occurrences can become large by nature, and businesses must be aware of the deep and often devastating impact of ignoring them. Watch all sessions [here](#)

Hair we go again – understanding hair discrimination (May 2022)

Don't sweat it – microaggressions towards menopause (Jun 2022)

A touch of class – social mobility: exclusion of people based on their social profile (July 2022)

Keep the faith – calling out subtle and bono-so-subtle Islamophobia in the workplace (Sep 2022)

Pushy little things – microaggressions towards females in positions of power in the business context (Oct 2022)

The genderbread person – covert discrimination or otherisation of people in the LGBTQ+ community (Nov 2022)



CMS Skills For Future Facing Teams Series

Skills For Future Facing Teams is our ongoing programme of leadership and business skills sessions designed for in-house legal teams. For more information about our programme contact clientprofessionaldevelopment@cms-cmno.com.

Building quality relationships between Legal and the Business

60 mins June 2025

Watch [here](#)

Building confidence as a junior in-house lawyer

60 mins May 2025

Watch [here](#)

True colours? How to understand and influence people

60 mins Feb 2025

Watch [here](#)

Maximising your ability to deep work in a world of distraction

90 mins Sept 2025

Watch [here](#)

A new "ERA" for DE&I?

60 mins Oct 2024

Watch [here](#)

Developing your leadership style to improve your team's performance

60 mins Oct 2022

Watch [here](#)

Understanding change as an opportunity for growth

75 mins Sept 2024

Watch [here](#)

Understanding and responding to change as a growth opportunity

75 mins Sep 2024

Watch [here](#)

Building team high performance

60 mins July 2024

Watch [here](#)

How to have coaching conversations

60 mins May 2024

Watch [here](#)

How to deliver effective feedback (role play version)

90 mins Mar 2024

Watch [here](#)

Making it stick: how to lead through change

60 mins May 2022

Watch [here](#)

Project leadership for in-house teams series 2026

4 x 90 mins Jan 2026

Watch all four webinars in our series [here](#)

Be the multiplier: how to devolve ownership and empower others

60 mins Feb 2024

Watch [here](#)

Empowering women: strategies for influence and impact

60 mins Jan 2024

Watch [here](#)

Negotiation: top 10 tips and techniques

90 mins April 2023 and 2024

Watch our contract negotiation scenario [here](#) and our in-house lawyer scenario [here](#)

How to navigate challenging conversations

60 mins Nov 2023

Watch [here](#)

How to enhance your influence and impact

90 mins Mar 2025

Watch [here](#)

Strengthening trust in your business relationships

60 mins Oct 2023

Watch [here](#)

Enhancing your team climate in the hybrid working environment

60 mins Jun 2023

Watch [here](#)

Unravelling anxiety

60 mins May 2023

Watch [here](#)

Creating psychological safety in teams

60 mins Jan 2023

Watch [here](#)

Make yourself heard: how to deal with confidence issues at work

60 mins Dec 2021

Watch [here](#)

Presentation skills for professionals

90 mins Mar 2025

Watch [here](#)

Legal tech 101 for in-house teams series

3 x 30 mins Feb-Mar 2022

Watch all three webinars in our series [here](#)



CMS eLearning courses

CMS eLearning provides you with everything you need to deliver an online training programme within your organisation, including expert e-learning courses, deployment using our leading cloud-based Learner Management System and hands-on technical support every step of the way.

Fully led by your business requirements and learning goals, we work with you to bring together CMS expert lawyers and instructional designers to develop training experiences that are highly engaging and relevant to you and the industry within which you operate.

We can help you:

- meet multiple regulatory compliance requirements
- roll out new or existing policy or procedures to employees on a local or global scale
- enhance current training and form a blended learning compliance programme
- implement a proactive approach to ethical change and leadership within the workplace

Our on-demand courses are ready-to use and offer a cost-effective solution to training to your staff straight away. They are aimed at all staff within an organisation and feature introductory knowledge, real-world examples and end with a scenario based quiz.

All our courses can be fully customised if you need a more tailored and targeted learning experience. This can include aligning it to sector or industry insight, specific corporate procedures or references that help your staff correctly signpost and report possible risks before a breach occurs.

Full details of our e-learning courses can be found [here](#)

New courses coming soon include:

- AI literacy
- Modern Slavery and Human Trafficking
- Mental Health in the Workplace

Please [contact our team](#) for more information.

Our courses include: