iLINC

Deliverable 4.1

"Events for Core Partner Network

And ICT Community"

Prepared by:

John Cummins (Project Manager)

Contents

iLINC Best Practice Sharing Events

Three best practice sharing events, specifically for the Core and Active Partner Networks, were held in London, Amsterdam and Berlin. All Core Partners were present at all three events.

Involvement of Active Network Partners in Best Practice Sharing Events

The involvement of Active Network Partners in the Best Practice Sharing Events is shown below.

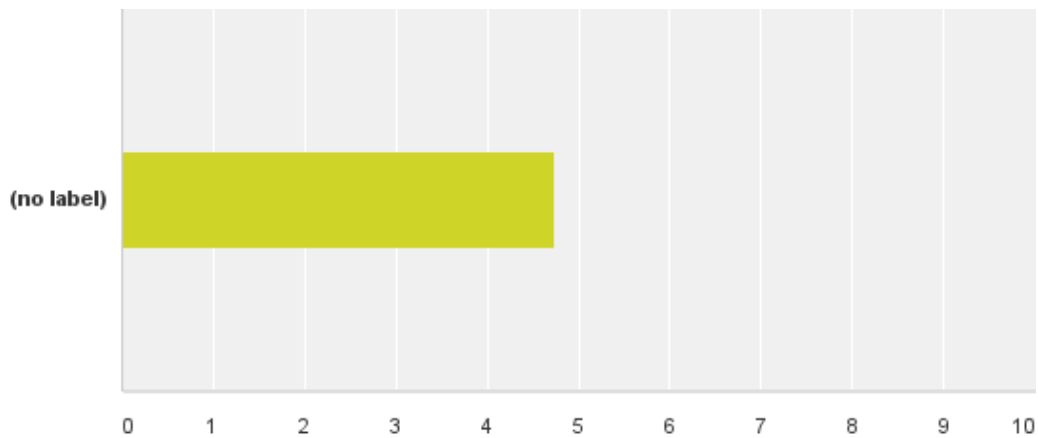| Institution	BPS1 London	BPS2 Amsterdam	BPS3 Berlin
University of Northumbria, UK	Elaine Campbell	Elaine Campbell	
University of Cumbria, UK			Ann Thaneraj Mike Sales
University of Cork, Ireland	Prof. Maeve Mcdonagh	Dr. Darius Whelan	Dr. Darius Whelan
University of Belfast, Northern Ireland (UK)			Prof. Eugene McNamee
Leibniz University of Hannover, Germany	Prof. Nikolaus Forgó Dr. Ben Schütze	Ioannis Revolidis	Dr. Ben Schütze Ioannis Revolidis
Humboldt University of Berlin			Benedikt Schwarzkopf
University of Passau, Germany		Dr. Johannes Hoffmann	Prof. Kai Lewinski Dr. Johannes Hoffmann
University of Namur, Belgium	Prof. Alexandre de Streel	Prof. Jean-Benoit Hubin	Alex de Streel, Jean-Benoit Hubin, Prof. Cecille Deterwangne
University of Luxembourg	Dr. Lawrence Siry Justin Jütte	Prof. Mark Cole Dr. Lawrence Siry	Prof. Mark Cole Dr. Lawrence Siry
University of Pécs, Hungary	Dr. Tibor Füzy Prof. Zsolt Balogh	Dr. Tibor Füzy	Dr. Tibor Füzy
Corvinus University of Budapest, Hungary		Prof. Zsolt Balogh	Prof. Zsolt Balogh
University of Haifa, Israel	Dalit Ken-Dror Feldman	Dr. Sharon Bar-Ziv	
University of Balearic Isles, Spain	Prof. Santiago Calvanillas	Prof. Santiago Calvanillas	
University of Lisbon, Portugal			Rute Saraiva
University of Porto, Portugal	Ary Ferreira da Cunha	Abílio Rodrigues	
Tallinn University of Technology, Estonia	Prof. Katrin Nymen-Metcalf		
Oslo University, Norway*			
University of Nicosia, Cyprus	Dr. Antonios Stylianou		
No. of Active Partners (Representatives)	**11 (14)**	**11 (12)**	**11 (17)**

* Thomas Mahler from the University of Mahler worked with iLINC on Cross-Border Exchanges

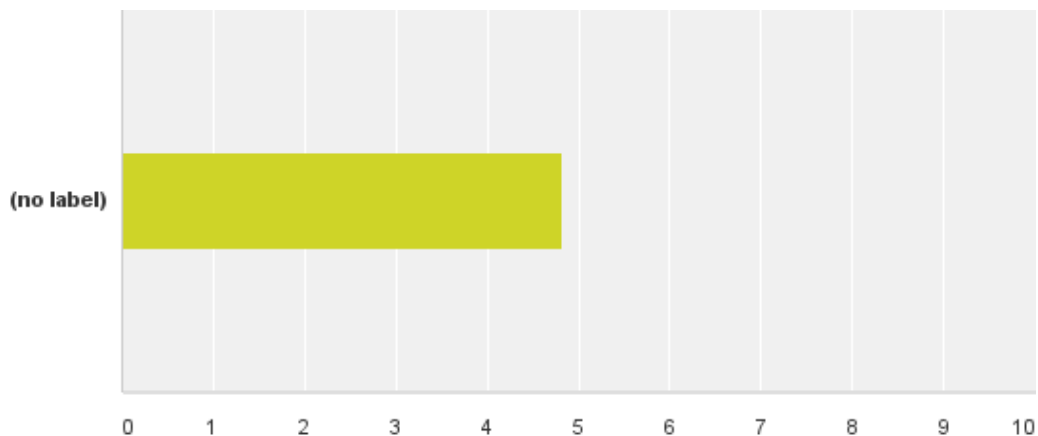**iLINC Best Practice Sharing Event in London, 8-9 May 2014**

The Centre for Commercial Law Studies (CCLS), Queen Mary, University of London invited the iLINC Network Partner to join the first Best Practice Sharing Event in London on 8-9 May 2014. Patrick Cahill from qlegal gave an overview of service delivery models. Furthermore the iLINC partner discussed about the client perspective-what do customers want? iLINC going forward was another big topic. The iLINC core and active network partner gave specific input for the work packages and provided general feedback and ideas for Best Practice Sharing Event 2.

A survey was undertaken after the event to get feedback from the Active Network Partners (11 responses)

Q1: How would you rate the overall event in general? (1-Weak, 5-Excellent)

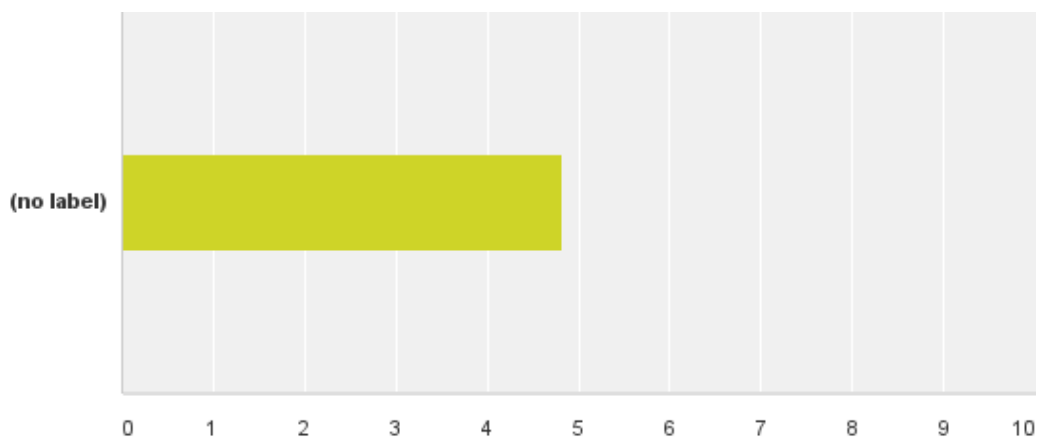**Q2: How would you rate the opportunity for networking? (1-Weak, 5-Excellent)**

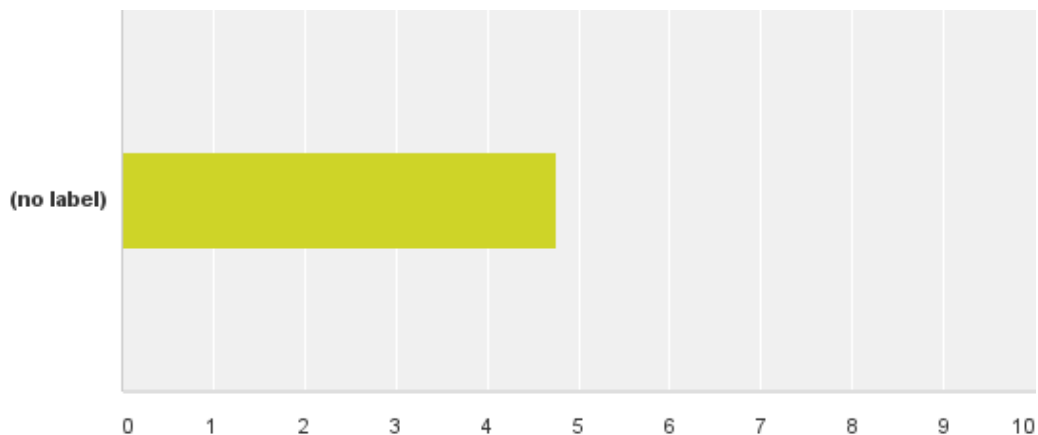**iLINC Best Practice Sharing Event in Amsterdam, 30-31 October 2014**

The Institute for Information Law at the University of Amsterdam invited all project partners to join the event in Amsterdam for two days in October 2014. The event was attended by representatives from 16 universities, in person: 4 from the core network, 11 from the active network and 1 associate partner. The program was full of interesting sessions arranged by the various network partners. During the first session on Thursday, the Amsterdam Clinic presented its projects followed by a Q&A session with Clinic alumni, incoming students and a Start-ups Demo Q&A with the Start-ups Braingineers und 3DHubs. The afternoon session „Transatlantic Exchange" was chaired by Jonathan Askin, the founder of Brooklyn Law Incubator & Policy Clinic. This session included a BLIP Demo with Q&A and a session with the topic „Perspectives for network collaborations"; participants were Prof. Tony Lipino and other from EShipLaw. The first session on Friday dealt with progress Q&A´s preceded by presentations demonstrating the development of the work packages 1 to 4 and will be followed by Break out sessions.

A survey was undertaken after the event to get feedback from the Active Network Partners (13 responses)

Q1: Q5: How would you rate the overall event in general? (1-Weak, 5-Excellent)

Q2: How would you rate the organisation of the event? (1-Weak, 5-Excellent)

iLINC Best Practice Sharing Event in Berlin, 18-19 May 2015

On the first day, the research group "Innovation and Entrepreneurship" illustrated how they do research on the hindering and enabling factors of startup ecosystems by means of their Startup Clinics Berlin, covering challenges related not only to law but also to finance, marketing, human resources, business model innovation and process management. Two Berlin-based entrepreneurs showed how the interdisciplinary research approach helped them to tackle the uncertainty of a startup's daily life and even to influence the legislation process for the European General Data Protection Regulation: Dr. Tim Polzehl gave with his Mobile Crowdsourcing Marketplace Crowdee the example of an university spin-off and Marc C. Lange, an Innovation & Business Acceleration Consultant, Serial Entrepreneur and a Google Head Expert in this field, demonstrated how legislators can learn from startups operating in an interactive and non-linear innovation environment.

On the second day, the iLINC members elaborated in several workshops on the future of the international network:

- The University KU Leuven presented together with the Brooklyn Law Incubator and Policy Clinic BLIP on the progress in thought leadership;
- The University of Cumbria showed how to setup a virtual law clinic;
- The special guest Prof. Karl Okamoto from the Drexel University in the US gave (via videoconference) an example of how law students can be trained by means of supra-regional MOOT Court Competitions.

Last but not least, for anybody who is interested in privacy and law, do not miss the Amsterdam Privacy Conference on the 23rd to 26th October.

Startups and the law – the future is wide open!

For photographs, please go to: https://www.ilincnetwork.eu/network_news/ilinc-event-in-berlin-18-19-may-2015/

Read more: http://www.hiig.de/legal-support-for-start-ups-on-a-global-scale-ilinc-the-european-network-of-ict-law-incubators/

Involvement of Strategic Partners in Best Practice Sharing Events

The involvement of Strategic Partners in the Best Practice Sharing Events is shown below. This list also includes the iLINC Associate Network Partner, Prof. Jonathan Askin from the Brooklyn School of Law in the US.

Institution	BPS1 London	BPS2 Amsterdam	BPS3 Berlin
Brooklyn School of Law	Prof. Jonathan Askin	Prof. Jonathan Askin	Prof. Jonathan Askin
Connected Digital Economy Catapult, UK		Richard French	
Eship Law Network, US		Prof. Anthony Luppino*	
Intellectual Ventures			Russ Merbeth Raymond Hegarty
Touro College, New York, US			Fred Rooney
Drexel University, US			Prof. Karl Okamoto
Legal Hackers Europe			Robert Gullander
Concurrentialiste, France**			
No. of Strategic Partners Present at Events	**1**	**3**	**6**

* Involvement via Video Conference

** Thibault Schrepel has been involved in the preparation of policy briefs

iLINC Events for the ICT Community

In order to measure the performance of the law incubators for each of the Core Network Partners, three key performance indicators have been used:

- The number of start-ups and entrepreneurs receiving bespoke, one-to-one legal advice/support.
- The number of (mainly) start-ups/entrepreneurs participating in legal workshops/events.
- The number of students involved in providing legal support/advice to start-ups and other law incubator activities.

The performance of the Core Network Partners against these three KPIs, and throughout the full two-year duration of the iLINC project, is shown in the table below.

Legal Ckinic/Incubator	Number of Start-ups and Entrepreneurs Participating in Events and Workshops
qLegal at QMUL in London	22 Events* Average of 31 participants/event
De Clinic in Amsterdam	10 Events Average of 15-20 participants/event
IusStart at KU Leuven in Belgium	3 Events Average of 21 participants/event
Clinic at HIIG in Berlin	3 Events Average of 40 participants/event
Totals	**38 Events** **Average of 27 participants/event**

* Full listing of qLegal events can be found at: http://www.qlegal.qmul.ac.uk/events/archive/index.html (Also provided in Appendix A) with details

** 286 start-ups and entrepreneurs were serviced via the De Clinic web-based query system

Appendix A: Details of Legal Challenge Events for the ICT Community

Events in London (qLegal)

Date	Location	Title	Summary	Attendees
17 January 2014	Open Date Institute, 65 Clifton Street, London, EC2A 4JE	Licensed and Open: Using law with Attitude	"What does it take to be legally open? Amanda Brock, Director, Origin International Technology Law andProfessor Ian Walden, Professor of Information and Communications Law, Queen Mary University of London will walk through how to use the law with attitude. They will examine the key role of licences and contracts in achieving open software, data, medicine and hardware."	21
22 January 2014	Google Campus London 5 Bonhill St, Shoreditch, London EC2A 4BX	Launch of qLegal - the small print for BIG IDEAS	"qLegal provides free legal advice and resources to tech start-ups and entrepreneurs. qLegal services are provided by high calibre postgraduate law students under the guidance of legal professionals from collaborating law firms and academic staff in the School of Law at Queen Mary University of London."	90
05 February 2014	GA Campus, 9 Back Hill, London EC1R 5EN	Legal Essentials for Startups	"Entrepreneurs (generally) are not lawyers, and may not know the full extent of how the law can help or hurt them. In fact, there are many legal considerations that impact start-up companies and entrepreneurs, particularly in the areas of business formation and structuring, employment and intellectual property protection. This fireside chat will touch on these topics and more, and teach students about the core legal issues that affect small businesses. Takeaways In this free event, you will get to explore key legal startup essentials, including answers to the following questions: Do I need to set up a company? When and how should I organise my business? What is IP and what should I consider protecting? Do I need employment contracts or consultancy arrangements?"	100+
28 February 2014	Centre for Commercial Law Studies, Queen Mary University of London, 67-69 Lincoln's Inn Fields, London WC2A 3JB	qLegal Workshop: Common legal issues for start-ups	"David Shanks, Corporate Counsel at Google UK will talk to qLegal advisers about common legal issues faced by start-ups."	36
19 March 2014	Matthews Yard, 1 Matthews Yard, off Surrey Street, Croydon CR0 1FF	qLegal at the Meanwhile Use Workshops: Technology	"Come along and find out how you can use technology to help grow your community group, business or voluntary organisation. With a lecture by students from Queen Mary University of London. This event is produced and hosted by Matthews Yard in collaboration with DotDigital Group PLC, Croydon Tech City, qLegal, iCUK, We Made That and Croydon Council. The event is funded by Croydon Council and the Greater London Authority. **Schedule**	6

			11.00-11.20 - Arrival and refreshments 11.20-11.40 - Welcome & Introduction - Jonny Rose, Co-founder, Croydon Tech City 11.40-12.05 - Simon Bird - Co-founder, DotDigital Group PLC How the tech boom took me from bedroom start-up to director of a multi-national PLC 12.05-12.30 - Paul Barnett, CEO, iCUK Tools of the trade - Paul Barnett highlights some simple web based tools that will help you get your idea off the ground. From collaborating with groups of people online through to communications. 12.30-13.30 - qLegal, Queen Mary University of London "The patent process in the UK and EU- from invention to protection" 13.30-14.15 - Refreshments and networking 14.15-15:00 - Workshop one Product Demonstrations - a series of product demonstrations tailored to the audience to show tools which will be useful when applied to their start-up. 15:00-15:45 - Workshop two Creating a website: Useful tips and tricks to help you create a great website from the beginning. Includes themes such as usability, site mapping, navigation, use of colour, e-commerce. The workshop will be tailored to the audience to ensure the information and learning experience is tailored to their needs."	
19 March 2014	Somerset House South Wing, Strand, London WC2R 0LQ	qLegal Workshop "Setting up a business in the UK- The Legal Essentials"	"If you're setting up a business and want to know more about setting up as a private limited company, public limited company, social enterprise, partnership or sole trader then this workshop is for you. qLegal student advisers will deliver a workshop to guide you through: Why you should create a legal structure for a business? The different options for business structure The advantages and disadvantages of each structure"	60
16 June 2014	Edwards Wildman, Dashwood, 69 Old Broad Street London EC2M 1QS	London Technology Week: Easy ways to protect your innovations online	"Edwards Wildman in partnership with qLegal will host a Q&A with worked examples of common problems faced by businesses using the Internet to promote their work. Speaker Gareth Dickson is a litigator in Edwards Wildman's London office. He is a UK qualified solicitor and New York admitted attorney whose practice focuses on the resolution of technology and intellectual property disputes."	16
18 June 2014	Kilburn & Strode LLP, 20 Red Lion St, London WC1R 4PJ	London Technology Week: Nuts and Bolts, one to one trademark and patent advice	"This London Technology Week event for qLegal is hosted by Kilburn & Strode attorneys. One to one appointment times We have slots for up to three people for each appointment time. You will need to provide details of your legal query."	20

18 June 2014	Room 3.1, Centre for Commercial Law Studies, Queen Mary University of London, 67-69 Lincoln's Inn Fields, London WC2A 3JB	London Technology Week: Knowing Your IP: IP Explained for Start-ups	"Hosted by qLegal. Confused over the different types of intellectual property and how these apply to your business? This workshop will explain: What intellectual property is Types of intellectual property rights The importance of IP Copyright, designs, trademarks, patents and trade secrets"	16
19 June 2014	Room 3.1, Centre for Commercial Law Studies, Queen Mary University of London, 67-69 Lincoln's Inn Fields, London WC2A 3JB	qLegal Event: London Technology Week: Legal Essentials for Start-ups	"Entrepreneurs (generally) are not lawyers, and may not know the full extent of how the law can help or hurt them. In fact, there are many legal considerations that impact start-up companies and entrepreneurs, particularly in the areas of business formation and structuring, employment and intellectual property protection. This fireside chat will touch on these topics and more, and teach students about the core legal issues that affect small businesses. In this free event, you will learn about: Setting up your company: Do I need to set up a company? When and how should I organise my business? Intellectual Property: What is IP and what should I consider protecting? Employment and Interacting with 3d Parties: Do I need employment contracts or consultancy arrangements?"	12
22 September 2014	Edwards Wildman Offices, Dashwood, 69 Old Broad Street, London, EC2M 1QS	Social Media: The Good, the Bad and the Ugly	"In celebration of Social Media Week and in partnership with Edwards Wildman, qLegal hosts a discussion on 'Social Media: The Good, the Bad and the Ugly'. 'The Good': Opportunities through Social Media Social media, as opposed to the early 'read only' internet, provides the ability to start a conversation with other Sharing rather than owning (but see below for possible pitfalls) Marketing and opportunity for research into popular trends Crowdsourcing Debate Hashtag activism 'The Bad': Potential Pitfalls Social Media 'fails' Responsibility for content if you own website Ownership of content if you are a user Libel/defamation Right to be forgotten – how could this impact social media? 'The Ugly': Criminal activity Social media ripe for abuse – anonymous, quick and easy, access to wide variety of opinions worldwide, difficult to trace and prosecute Trolling/cyber bullying/freedom of speech – where is the line? Recent prosecutions for Tweets Adequacy of existing legislation? House of Lords discussion regarding revenge porn – possible new route for prosecution?"	50
23 September	Morrison & Foerster (UK) LLP,	qLegal Event: Corporate	"In the last decade there has been explosive growth in the use of social media platforms, both by individuals and by organisations, keen to benefit from the rewards that social media can offer. However,	32

er 2014	CityPoint, One Ropemaker St., London EC2Y 9AW	Use of Social Media - How to help ensure a 'Like', not a Fail	social media presents its own risks. In this session, we will provide some top tips on how organisations can help avoid the legal pitfalls associated with the use of social media in the workplace, both in terms of the use of social media by employees and as an enterprise tool. In this session, we will cover: Social Media and Employees; Monitoring; Ownership of Social Media Accounts; Social Media Policies; Use of Social Media in Recruitment and Disciplinary Action; Social Media and the Enterprise; Blogs and Social Networks; Terms of Use; Privacy; Industry Regulations; Advertising; Speakers Our speakers will be Ann Bevitt, Partner (Employment) and Sue McLean, Of Counsel (European Technology Practice), Head of MoFo's Social Media Practice in Europe Sue McLean, Of Counsel, is based in the London office of Morrison & Foerster and is a member of the Technology Transactions Group and the Global Sourcing Group. Mrs McLean has thirteen years of experience advising on a wide range of non-contentious technology matters, including outsourcing transactions, technology procurement, licensing and distribution, digital media/distribution (including in terms of website and mobile app terms of use and sale, intellectual property, consumer protection, online gaming, accessibility and social media), and data protection and cyber- security. Mrs McLean leads the firm's Social Media practice in Europe and is a regular contributor to Socially Aware, the firm's award-winning newsletter and blog devoted to the law and business of social media."	
04 December 2014	Google Campus London, 4-5 Bonhill St, London EC2A 4BX	qLegal event: Essential Legal Issues to Consider for your Business	"Entrepreneurs (generally) are not lawyers, and may not know the full extent of how the law can help or hurt them. In fact, there are many legal considerations that impact start-up companies and entrepreneurs, particularly in the areas of business formation and structuring, employment and intellectual property protection. This fireside chat will touch on these topics and more, and teach students about the core legal issues that affect small businesses. In this free event, qLegal advisers will teach you about: Setting up your company: Do I need to set up a company? When and how should I organise my business? Intellectual Property: What is IP and what should I consider protecting? Employment and Interacting with third Parties: Do I need employment contracts or consultancy arrangements?"	12
04 December 2014	School for Start-ups, Somerset House South Wing, Strand, London WC2R 0LQ	qLegal workshop: What is Intellectual Property and why is it so important?	"What is intellectual property and why is it important for your business? Confused over the different types of intellectual property and how these apply to your business? In this free workshop qLegal advisers will explain: What intellectual property is Types of intellectual property rights The importance of IP Copyright, designs, trademarks, patents and trade secrets"	31

09 December 2014	Room 3.1, Centre for Commercial Law Studies, Queen Mary University of London, 67-69 Lincoln's Inn Fields, London WC2A 3JB	qLegal workshop: Intellectual Property: How do I protect my business assets?	"In this free workshop qLegal advisers will: Explain what are IP rights? How do IP rights differ (trademark, copyright, patent etc.)? Illustrate examples of the different types of IP Summarise the commercial considerations in protecting IP"	20
11 December 2014	University of Oxford	Intellectual Property, Copyright, Licensing and Commercialisation (IPCLC) Workshop	"With representation from the qLegal team (Patrick Cahill) and case studies from University of Oxford Research Services and the Open PHACTS Foundation, panel Q&A and discussion sessions, the workshop will help you make informed decisions about Intellectual Property (IP), Copyright, Licensing and other aspects of commercialisation. Whatever your role in research, there will be something for you at the workshop. The focus of the workshop will be on digital assets such as software, data and models. The workshop will discuss IP issues and how they relate to academic research and collaborative projects. There will be plenty of opportunities to ask experts your questions, and to get advice about your concerns or areas of confusion. The workshop will also be the ideal opportunity for IP professionals from innovation departments in academia to meet a broad range of researchers and gain an understanding of the issues that concern them - and the solutions they have found."	19
19 March 2015	School for Start-ups, Somerset House South Wing, Strand, London WC2R 0LQ	qLegal workshop: Setting up a business in the UK	"In this interactive workshop, qLegal students will discuss: Considerations in creating a legal structure for a business? What are the different options for business structure in the UK? Sole trader, limited company, partnership] What are some advantages and disadvantages of each structure? Practical and commercial considerations in setting up a business in the UK Other considerations (name, company address etc.)"	27
23 March 2015	Google London Campus, 4-5 Bonhill St, London EC2A 4BX	qLegal workshop: Companies, Social Media and the Law #legalpointers	"In this workshop qLegal advisers will discuss: Opportunities through use if social media Promotion Advertising Brand Customer base Potential pitfalls through use of social media: Employees and companies- consistent voice Responsibility for content if you own website Ownership of content if you are a user Libel/defamation Criminal activity and use of social media: Abuse Trolling/cyber bullying/freedom of speech – where is the line? Adequacy of existing legislation?"	10
30 Marc	4.1 Centre for Commercial	qLegal workshop: What is	"In this free workshop qLegal advisers will discuss: What is a patent? How do you apply for a patent?	16

h 2015	Law Studies, Queen Mary University of London, 67-69 Lincoln's Inn Fields, London WC2A 3JB	a Patent? Patents Explained for Start-ups	How long does a patent last? What are the benefits of a patent? What is patentable? Commercial considerations in applying for a patent Alternatives to a patent"	
1 July 2015	Campus London, 4-5 Bonhill St, Shoreditch, London EC2A 4BX	qLegal Workshop: CW Legal Briefing – Part 1: Essential Legal Issues to Consider for your Business	Entrepreneurs (generally) are not lawyers, and may not know the full extent of how the law can help or hurt them. In fact, there are many legal considerations that impact start-up companies and entrepreneurs, particularly in the areas of business formation and structuring, employment and intellectual property protection. Led by CW Legal Special Interest Group (SIG) Champion organisation qLegal, Queen Mary University of London, this dynamic event expanded upon these topics to teach entrepreneurs and start-ups about core legal issues that affect small businesses.	30
1 July 2015	Campus London, 4-5 Bonhill St, Shoreditch, London EC2A 4BX	CW Legal Briefing – Part 2: 'The upcoming Unitary Patent and Unified Patent Court: opportunities, threats and what should my business be doing now to prepare?	Led by CW Legal Special Interest Group (SIG) Champion organisation qLegal, Queen Mary University of London, this dynamic event took place at Campus London and expanded upon topics to teach entrepreneurs and start-ups about core legal issues that affect small businesses.	30
20 August 2015	Lincoln's Inn Fields, Queen Mary University of London, WC2A 3JB London, United Kingdom	qLegal meetup: LawTech - Speakers Lexoo and Living Lawyers Founders	As part of LegalGeek.co series of Tech and Law events qLegal hosted an evening of speakers including Founder of Lexoo - "Leaving Law to start a Law Startup" and Founder Living Lawyers - "Women who law tech".	27

Selected Events in Amsterdam

Event	Involvement of Start-ups in Legal Clinics and Workshops
Clinic Workshop (Amsterdam)	**Focus:** Workshop for start-ups at the Innovation Lab Amsterdam University of Applied Sciences **Date:** 11 April, 2014 **Participation Levels:** 15
Clinic Workshop (Amsterdam)	**Focus:** Lecture on IP for design students nearing graduation **Date:** April 2014 **Participation Levels:** Approximately 20 students
Clinic Workshop (Amsterdam)	**Focus:** Workshop on copyright for staff at Examination training bureau **Date:** May 2014 **Participation Levels:** Approximately 5 students
Clinic Workshop (Amsterdam)	**Focus:** Workshop on intellectual property for start-ups of incubator at Amsterdam Polytechnic (Start-up Tech Centre) **Date:** June 2014 **Participation Levels:** 10 start-ups
Clinic Workshop (Amsterdam)	**Focus:** Clinic attended the end event of the Startups from the Startup Tech. They spoke to the 9 best Tech Startups **Date:** 22 January 2015 **Participation Levels:** 9 start-ups See: URL*
Clinic Workshop (Amsterdam)	**Focus:** Workshop on intellectual property for start-ups of incubator at Amsterdam Polytechnic (Start-up Tech Centre) **Date:** 15 April 2015 **Participation Levels:** 10 start-ups

*) https://www.eventbrite.nl/e/tickets-eindevenement-van-startup-your-business-in-technology-15086735833?utm_campaign=order_confirm&utm_medium=email&ref=eemailordconf&utm_source=eb_email&utm_term=eventname

Selected Events in Leuven

Event	Involvement of Start-ups in Legal Clinics and Workshops
Leuven Preparatory Workshops	3 workshops given by lawyers, attended by students and colleagues: • Workshop in March 2014 by Lawyer Patrick Van Eecke of DLA Piper on Big Data • Workshop in April 2014 by Lawyer Tom Heremans of CMS on "How to protect my website" • Workshop in May 2014v by Lawyer Erik Valgaeren of Stibbe on Cloud Computing In November 2014 students received another workshop. This workshop was given by Simon Hampton. Students were taught how to think like a lobbyist. The purpose was to give students insight on how lobbyist may influence EU decision making. Participation level: 16+ During the second half of Year 2 of the project, 3 workshops were. The will tackle legal problems encountered by ICT start-ups. These workshops were given by legal firm Koan.
Leuven Preparatory Workshop	Event organised together with iMinds - Simulation of client meeting - where 12 students attended, as well as 7 start-ups and some ICRI colleagues (legal practitioners). Start-ups presented their business and discussed the possible legal problems and questions they might have with students and legal practitioners. The students had to elaborate on one of their questions and give them legal advice, in order to practice for the launch of the Leuven law clinic. A similar approach was followed for new students early 2015.

Selected Events in Berlin

Event	Involvement of Start-ups in Legal Clinics and Workshops
Berlin Workshop Start-up Clinics Talk with Gita Blatt	**Focus:** Recruiting, 13 February 2014 **Organised by:** Start-up Clinics Team – Alexander von Humboldt Institute for Internet and Society, Berlin **Theme:** How to hire the best people for your start-up. The #1 HR challenge most start-ups talk about is recruiting. A founder's job is to hire a world class team. As soon as a small company grows, finding the right people becomes a major issue. In this talk Gitta Blatt (Head of HR at Wooga) gave insights into hiring for start-ups at different phases, and also presented creative tactics used at Wooga. **Participation Levels:** 43 attendees
Berlin Workshop Start-up Clinics Talk with KPMG	**Focus:** Onboarding and Employee Participation Plans, 27 May 2014 **Organised by:** Start-up Clinics Team – Alexander von Humboldt Institute for Internet and Society, Berlin; KPMG, Berlin **Theme:** To become employer of choice for the best talents in the market. To utilize in the most efficient way the talents and the energy of the employees, it is crucial that your company is well prepared with onboarding initiatives for the new joiners. Later on well organized HR topics and HR processes will help the management to run people topics smoothly, keep the talents retained and motivated. Employee Participation Plans are – especially among start-up companies – commonly used as a motivation tool and as delayed remuneration for the already existing employees. Such plans can also create new recruitment opportunities by providing strong incentives for talents to join a start-up. **Participation Levels:** 36 attendees