

The **Young ICCA** Mentoring Programme

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The Young ICCA Mentoring Programme began in 2011, one year after the founding of Young ICCA, and 50 years after the founding of its parent organisation, ICCA, in 1961. The Mentoring Programme now stands as one of the pillars of Young ICCA, which aims to promote the use of arbitration by exposing new practitioners from all corners of the globe to the international practice of arbitration and creating entry opportunities for them. The programme provides a unique platform for young professionals to connect with and learn from the experience of more senior members of the arbitration community.

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A Brief Introduction to ICCA

ICCA, the International Council for Commercial Arbitration, traces its history back to 1961, when a group of arbitration experts gathered in Geneva to talk about forming a new group. This group would hold conferences, publish academic commentary and case-law, and create opportunities for the discussion of complex issues in international arbitration. Today, ICCA is a membership organisation made up of around 1,000 dispute resolution specialists from over 90 countries. The ICCA Governing Board includes 41 prominent arbitration specialists drawn from the ICCA membership.

The Birth of Young ICCA

ICCA's branch for young practitioners was launched in 2010, and now has over 20,000 members. It is committed to "opening the doors of international arbitration" through its flagship mentoring programme, skills training workshops, scholarships and digital magazine.

Young ICCA functions under ICCA's auspices, drawing from the expertise and experience of the ICCA Governing Board and wider membership to promote access for young practitioners.

ICCA's Activities

ICCA's activities can be broken down into **three** main categories:

ICCA has held 27 **Congresses** on six continents since 1961. The Congresses attract participants from all over the world and have made significant contributions to the development of dispute resolution theory and practice. The ICCA Congress is the largest regular conference devoted to international arbitration and caters to both newcomers and experts in the field. Recent Congresses have attracted between 800 and 1400 attendees.



Left to right: Former UN Secretary-General Ban ki-Moon at the 2016 ICCA Congress in Mauritius, past ICCA Presidents Gabrielle Kaufmann-Kohler and Lucy Reed at the 2022 ICCA Congress in Edinburgh, the Opening Ceremony of the 2018 ICCA Congress in Sydney which was held in the Sydney Opera House.

ICCA's **Publications** are equally influential in the world of arbitration. ICCA's publications include the ICCA Yearbook Commercial Arbitration, the ICCA Awards Series, the ICCA International Handbook on Commercial Arbitration and the ICCA Congress Series, which are all available from www.kluwerarbitration.com. These are complemented by ICCA's self-published works, the ICCA Reports Series and ICCA's Guide to the Interpretation of the 1958 New York Convention, which is available in more than 25 languages (available for free download via www.arbitration-icca.org).



ICCA's **Projects** are aimed at harmonizing arbitral practices and promoting understanding of dispute resolution processes worldwide. ICCA projects involve members of ICCA's Governing Board and the ICCA General Membership in key roles, and are conducted under the auspices of both standing and ad hoc committees constituted by ICCA's Governing Board.



Through our **Congresses**, **publications** and **projects**, ICCA aims to contribute to critical debate in the field of international dispute resolution.

ICCA's **current leadership** is composed of:

Audley Sheppard KC (President)

Samaa Haridi (Vice President)

Dyalá Jiménez (Vice President)

Karl Hennessee (Treasurer)

Lise Bosman (Executive Director and co-founder of Young ICCA)

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Roles and Responsibilities in the Mentoring Programme

Roles and responsibilities of the Mentor:

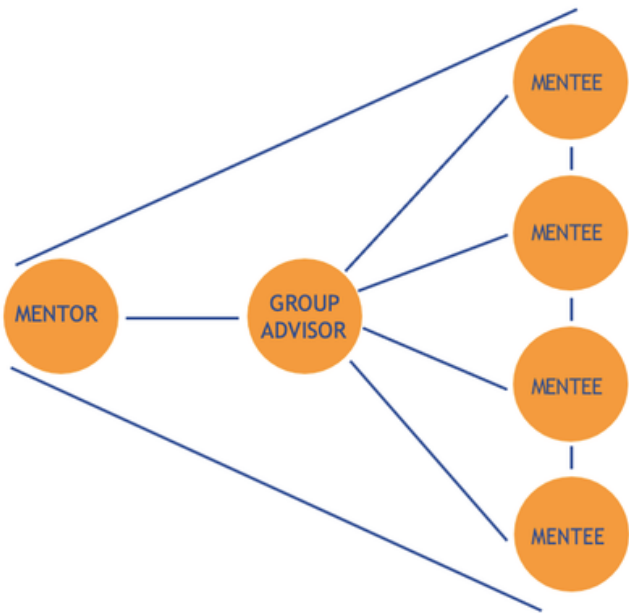
- Lead the Mentoring Group
- Plan the overall agenda for the Mentoring Group for the calendar year
- Collaborate with the Group Advisor to set up activities
- Address and resolve conflicts or issues that may arise
- Where possible, meet with Group Advisors and Mentees in person
- Answer reasonable queries regarding career development and arbitration practice

Roles and responsibilities of the Group Advisor:

- Assist the Mentor with organising calls, meetings and activities
- Act as a liaison between the Mentor and Mentees
- Seek to ensure that the Mentoring Group is active and engaged
- Where possible, meet with the other members of the group in person
- Participate in Group Advisors’ Biannual catch-up call to exchange experiences and report issues (if any) to the Mentoring Programme co-directors
- Liaise with the ICCA Bureau and Mentoring Co-directors where appropriate, with regard to projects relevant to ICCA’s activities

Roles and responsibilities of the Mentee:

- Drive the relationship with the Mentor and Group Advisor
- Suggest projects and activities for the Mentoring Group to engage in
- Actively participate in calls, meetings and activities
- Use the opportunity to gain insights, knowledge and guidance
- Communicate any issues within the Group to the Group Advisor
- Where possible, meet with the other members of the group in person



In addition to the activities carried out within each Mentoring Group, the Mentoring Programme also offers the following initiatives:

Online Interview Series

This series has an episode approximately every month. During the episode, the Group Advisor hosts a fireside chat where the Mentees can interview their mentor about career, experience, or mentoring advice. While only Mentoring Groups in their second year are eligible to host an episode, all Mentoring Programme participants are invited to every episode.

End of Cycle Retreat

All participants in the concluding cycle are offered a 2.5-day retreat. The retreat typically includes visits to top-tier law firms and arbitral institutions, along with social events that allow the Mentoring Programme participants to connect with each other and with senior members of the international arbitration community.

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GUARANTEEING THE QUALITY OF THE PROGRAMME

Feedback Requests

To ensure that the Programme continues to meet your expectations and provide meaningful support, all participants will be asked to submit their feedback from time to time. Participants can expect direct communications from the Mentoring Programme Co-Directors asking whether they have anything to report.

All participants are also welcome to contact the Mentoring Co-Directors directly should any situation arise that requires their intervention. All feedback provided is treated as strictly confidential.

We expect all participants to remain proactive and responsive throughout the entire duration of the Programme. **Where a Mentee or Group Advisor is no longer able or willing to continue with the Mentoring Programme, their place in the Mentoring Group will be offered to another suitable candidate from a reserve list of unsuccessful applicants.**

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Potential Activities

The following activities are recommended but not mandatory. Each Mentoring Group should work together to develop a plan for the activities they will engage in during the Mentoring Programme. The success of the Programme relies on the active participation of all members of the Mentoring Group, and we encourage each member to share their thoughts on the activities and events they wish to join. There are no financial benefits or funding available through the Mentoring Programme for any activities that the Mentoring Groups may undertake.

Activity/Frequency	Purpose	Roles and responsibilities	Notes
In-person meetings (where possible) (Recommended at least once every 6-12 months)	This meeting aims to strengthen relations among members. Ideally, meetings should occur before, during, or after conferences. For instance, if all members are in Africa, they could meet at the ICCA-KIAC Conference in Kigali in June 2025, or if in Europe, during the ICCA Congress in Madrid in April 2026.	Mentor: Invite the group to consider whether a meeting in person is practical and, if so, in which venue or around which conference. Group Advisor: Liaise with the Mentor and Mentees to consider possible venues/ conferences and provide logistical support. Mentees: Make your best effort to attend in-person meetings.	If all-group in-person meetings are not possible, each individual member should endeavour to meet one or more of the other members of the Mentoring group (e.g., Mentees meeting Mentees, Group Advisors meeting Mentees, etc.). Every member of the Mentoring Group should endeavour to let other members of the group know if they are ever in their city/region.
Conference/video calls (Recommended at least once every three months)	The calls aim to foster ongoing dialogue among Mentoring Group members. Initially, the Mentor selects discussion topics but should encourage Mentees to suggest their own. Possible topics include career goals, business development, networking, soft skills, personal branding, client acquisition, and recent developments in international arbitration.	Mentor and Group Advisor: Choose topics for initial calls. Confirm and provide guidance on the specific topics on which the Mentees will be giving presentations. Allocate sufficient time for the Mentees to prepare and present their presentations. Mentees: Present potential topics to the Mentor and Group Advisor and request advice and guidance on the scope of the topic to be discussed. Conduct relevant research and prepare materials as needed.	Mentees who are currently working in private practice may find it difficult to devote large amounts of time to non-billable work. As this is voluntary, the scope of the presentation should not be too onerous. Alternative options for meetings also include inviting guest speakers for the mentees to meet and connect.
Instant Messaging (Creating a group chat on platforms like WhatsApp or WeChat is recommended)	Fosters regular communication amongst the Mentoring Group. This will allow the members to get to know one another in an informal setting. The discussions are not limited to arbitration topics (e.g. planning meet-ups if/when members are in the same place or sharing articles about current affairs).	All Mentoring Group members: Members are encouraged to exchange Whatsapp/KakaoTalk/ Wechat ID information so as to create a chat group where the members can communicate with one another on an informal basis.	This is a simple, yet effective way of building strongerrelationships within the Mentoring Group.
Networking opportunities (Recommended monthly)	Provide Mentees with the opportunity to be introduced to other arbitration practitioners, arbitrators, or scholars. This will facilitate the Mentees’ integration into the arbitration world.	Mentor: Actively introduce Mentees to colleagues in the same region or specific area of interest as Mentees; introduction can take place in-person (e.g., inviting Mentees to visit the Mentor’s workplace) or online. Group Advisor: same as Mentor, with the added responsibility of setting up the logistical support if needed. Mentee: notifying Mentor/Group Advisor of interest in being introduced to others, as well as any interest in a specific aspect of arbitration.	The best way to provide introductions is for a Mentee to inform the Mentor/Group Advisor before an event where the Mentor/Group Advisor will attend. This allows the Mentor/ Group Advisor to prepare a list of people to introduce the Mentee to.

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Activity/Frequency	Purpose	Roles and responsibilities	Notes
Regular Information Sharing (Recommended monthly)	All Mentoring Group members are encouraged to circulate notices of any events or conferences being held in their region, as well as any arbitral institutions or groups that would be of interest to join (e.g., HK45, ICC YAF, etc.)	All Mentoring Group members: Actively circulate and share information about upcoming conferences and events, as well as international arbitral institutions, associations or groups that may be of interest via email/instant messaging.	To increase information sharing amongst Mentoring Groups, all participants are encouraged to join the Young ICCA Mentoring Programme Alumni community on LinkedIn.
Internship / Silent Observation (Recommended once every 12 months)	To provide an opportunity to one or more Mentees to observe a hearing or internal meeting on an actual case. OR To provide an opportunity to spend a short period as an intern in the Mentor's firm/ chambers/ organization.	Mentor: if applicable, to obtain all necessary clearances to allow Mentees to attend a hearing or an internal meeting as a silent observer or to become an intern as previously described. Group Advisor: same as Mentor; ensure Mentees understand the importance of confidentiality and provide logistical support; attend as well if necessary and possible. Mentee: ensure signing of relevant non-disclosure agreements.	These activities present singular opportunities for Mentees to get a front- row glimpse of the world of arbitration and would be invaluable experiences. However, these activities must be approached with caution. Accordingly, the Mentor and Group Advisor are expected to implement strict non-disclosure requirements, and to obtain approvals from all relevant parties.
Online Interview Series (every month)	The Young ICCA online interview series provides an opportunity to get to know better and be inspired by the programme's Mentors.	Mentor: Participate as the main interviewee. Group Advisor: Participate as main moderator. Mentee: Prepare for and lead the interview together with other Mentees.	Mentoring Groups in their second year of the programme are eligible to participate in the Young ICCA online interview series. Expressions of interest to have your group participate is collected at the end of the first year. Nonetheless, during the course of the first year of the programme, all Mentoring Programme participants are invited to attend the Online Interview Series from the previous cycle.
War Stories Series (once or twice every quarter)	The goal of this initiative is to provide participants with the opportunity learn about leading practitioners as the Mentor or external guests' funniest, most challenging, or unusual war stories from their practice.	Mentor: Participate as the main interviewee. Group Advisor: Participate as main moderator. Mentee: Attend meetings	All participants in the Mentoring Programme are invited to every episode and encouraged to propose guest speakers.
End of Cycle Retreat (Second year of the Mentoring Programme)	The 2,5 day retreat allows participants of the ending cycle to meet up, connect with each other and with senior members of the international arbitration community.	All Mentoring Group members are invited to actively participate in the roundtables organized throughout the retreat.	Details about the retreat, including the city where it will be held, are shared with all Mentoring Group member in the course of the second year of the programme.

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Other Initiatives/Suggested Activities for Mentoring Groups

- Write an article, blog post, case report, or another publication.
- Invite a speaker to your Mentoring Group session to discuss substantive or procedural issues or soft skills.
- Organize an in-person or virtual conference or event together; if the event will be public, reach out to the Young ICCA Mentoring Programme Co-Directors, who can inform the Young ICCA Events team for potential assistance.
- Arrange a private workshop with one or more Mentoring Groups on topics of interest to the Mentees.
- Conduct a book club-style project in which everyone reads a book or article related to international arbitration or skills, discussing it in the next group session.
- Have Mentees provide an update or presentation on substantive or procedural law relevant to international arbitration.
- Organize a mini moot court for Mentees to practice and receive feedback on their advocacy skills.

Other Suggested Activities to Get More Involved in ICCA & Young ICCA

- Submit articles to Young ICCA's digital magazine, Young ICCA Voices.
- Enter the biennial Young ICCA essay competition.
- Attend Young ICCA events.
- Become an ICCA Member.
- Attend ICCA Congresses and Conferences (funding may be available via the ICCA Inclusion Fund)
- Sign up to receive the ICCA Newsletter.

More information is available online at youngicca.org & arbitration-icca.org.

Initiative Awareness and Avoiding Potential Conflicts

Please be aware that ICCA is a non-profit organization that relies on publications, events, and research and outreach activities to maintain itself. It is thus important to ensure consistency between each Mentoring Group's initiatives and ICCA's overall commitments and activities. Examples of situations inspiring caution include publications that may overlap or compete with ICCA's publication commitments or the scheduling of events that cater to the same target audience. In some cases, a Mentoring Group could instead contribute to an ongoing ICCA publication or project.

In case of uncertainty regarding potential overlap or conflict of a proposed project with ICCA's overall work, members of the Mentoring Groups are strongly encouraged to contact the ICCA Bureau before proceeding with the project.

Questions and Comments

Should you have any further queries about ICCA, please contact the ICCA Bureau at bureau@arbitration-icca.org.

Should you have any queries about the Mentoring Programme, please consult the Mentoring Programme Co-Directors Vincent Carriou, Raquel Macedo Moreira and Stanley U. Nweke-Eze directly via mentoring@youngicca.org.

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We look forward to your participation in the Young ICCA Mentoring Programme!

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