

Accelerating Women's Leadership with AI

Quorum Speaker Series with Olivia Dhein, GenAI Practice Integration Lead, Baker McKenzie

Moderated by Helen Hannan Evans, Founding Partner, The Listening People, and Co-Chair, Quorum London Chapter

Artificial intelligence is transforming the way we live and work — and as **Olivia Dhein** reminded Quorum members during our latest Speaker Series, it's also redefining how *women lead*.

Moderated by **Helen Hannan Evans**, Founding Partner of The Listening People, the conversation explored how women can embrace AI as a tool for empowerment, efficiency, and leadership advancement. Olivia, a lawyer and the **GenAI Practice Integration Lead at Baker McKenzie**, shared her personal journey from legal specialist to AI thought leader — a shift that began less than three years ago when she was asked to “stay on top of what’s coming next.”

“I knew absolutely nothing about AI,” Olivia admitted. “But I decided to dive in.” What began as curiosity has since evolved into a professional calling — one that’s enabling her to help shape how AI is integrated responsibly into the legal field and beyond.

Demystifying AI

Olivia began with a clear and engaging explanation of what AI truly is — and what it’s not. While artificial intelligence can sound intimidating, she emphasized that most of what we use today involves *large language models (LLMs)*, the technology powering tools like ChatGPT and Claude.

“At its core,” she explained, “AI is a prediction machine. You give it an input; it predicts what the most likely output should be. That’s it. Everyone can understand it — and everyone should.”

By translating complex technology into simple, relatable terms, Olivia made AI feel accessible rather than abstract. Her message was empowering: you don’t need to be a technologist to use or lead with AI.

From Fear to Fluency

Olivia’s own introduction to AI came not from formal training but through curiosity and persistence. She read everything she could find, attended webinars, reached out to experts online, and began experimenting with AI tools in her daily work.

“Don’t be shy about AI,” she told the group. “Just start using it. Combine what you already know with what AI can do — that’s where the magic happens.”

Helen noted that women are particularly well-positioned to thrive in this new landscape. “So many of us already know how to brief teams, set strategy, and communicate vision,” she said. “AI simply accelerates our ability to do those things.”

AI as an Equalizer

Throughout the discussion, Olivia returned to one key theme — **AI as a great leveler**. “This development has given people opportunities to lead from wherever they are,” she said. “When I began exploring AI, I suddenly found myself talking to senior judges and industry experts. Nobody had all the answers, so curiosity became the differentiator.”

She also emphasized that AI isn’t age-specific. “It’s not something just for the next generation,” she noted. “My mother is in her seventies — and she uses AI all the time. This is a tool for everyone.”

Building AI Literacy

Both Olivia and Helen agreed that while leaders don’t need deep technical knowledge, **AI literacy** is fast becoming essential.

“Leaders need to understand how these tools behave — their strengths, their limitations, and their risks,” Olivia explained. “AI will make mistakes. It doesn’t know what’s true or false — it predicts what’s most likely. The key is learning to work with it, not against it.”

Her advice for teams? Foster a mindset of openness and experimentation. “AI isn’t really about technology — it’s about psychology,” she said. “Leaders need to create space for curiosity, iteration, and learning together.”

Cautions and the Road Ahead

Looking ahead, Olivia highlighted **agentic AI** — systems that not only generate text but also take action (like booking travel or executing transactions). While these advancements promise efficiency, they also raise new ethical and security concerns.

“Agentic AI changes the game,” she cautioned. “It’s powerful, but it comes with new risks. We need to understand those before we delegate too much to technology.”

She also reminded participants to remain vigilant about confidentiality, verification, and bias. “AI can reflect human biases — it’s trained on our data. So part of using it responsibly is staying aware of what might be influencing its outputs.”

Leadership in the Age of AI

For Olivia, one of the most exciting opportunities AI offers is the acceleration of women’s leadership journeys. “This is a moment when women can step forward,” she said. “AI gives us tools to amplify our voices, streamline our work, and create new paths to leadership.”

She encouraged Quorum members to begin their own “AI awakening” by experimenting and sharing learnings within their networks. “The best results happen when human expertise and AI capability come together,” she said. “It’s not a competition — it’s a collaboration.”

A Call to Curiosity

Closing the session, Quorum Founder and CEO **Meg Sullivan** reflected on Olivia’s message. “When something feels new or intimidating, our instinct can be to step back,” Meg said. “But Olivia reminded us to lean in — to be curious, to experiment, and to use AI to amplify our impact.”

Her challenge to attendees — and to all Quorum members — was simple:
Start exploring AI. Share what you learn. And keep leading the way.

As Olivia summed it up perfectly:

“Don’t be shy about AI — just do it. Take what you already know and combine it with what AI can do. That’s how you lead the change.”