

# Elena Ryolo

## PARTNER

*Elena Ryolo is a senior employment expert advising Italian and foreign clients in a variety of contexts, ranging from large industrial concerns to innovative start-ups and hi-tech companies, both in domestic and cross-jurisdiction scenarios.*

*She has experience of identifying and managing HR-related implications within the frame of corporate transactions and a solid expertise in reorganization/downsizing processes, including in industrial relations.*

*She regularly advises on the definition of agreements with senior executives, also in regulated sectors and with reference to compensation and co-investment agreements.*

*Elena supports clients in the set-up of retention and incentive mechanisms, as well as in the definition of non-compete, non-solicit and confidentiality covenants, in situations where the protection of corporate know-how is highly focused.*

*Since 2020 Elena has also been included in The Legal 500 rankings as Leading Individual and reported as "a subtle, skilled and experienced lawyer with a profound vision of things, issues and situations. Her legal approach on HR issues also takes into consideration the psychological aspects/impacts on the employees, and this always makes the difference", "always available just in time, to provide support in a very fast way, when needed" (2023), "a technically very prepared lawyer with great understanding of the psychological and motivational aspects of labour law issues, and a remarkable vision of the practical implications of legal decisions", "Elena Ryolo combines an extremely deep technical knowledge with a high degree of practicality" (2022), "Elena Ryolo is thoughtful, responsive and very commercially astute" (2021), "Elena Ryolo is an excellent lawyer and counsel with a unique capacity to understand people, matters, backgrounds and expectations. In labour law matters, her approach can really make the difference" (2020).*

*In 2023 Elena also entered the rankings of Chambers and Partners, following solid praise from market sources. She is mentioned as "very knowledgeable and commercial" and "highly skilled and experienced labour lawyer who is subtle and has a wide and deep vision of how a decision or strategy may have an impact on the employees".*

## PROFESSIONAL EXPERIENCE

- Partner** | 2022  
Legance – Avvocati Associati, Milan, Italy
- Senior Counsel** | 2014 – 2021  
Legance – Avvocati Associati, Milan, Italy
- Counsel** | 2007 – 2014  
Legance – Avvocati Associati, Milan, Italy
- Associate** | 1997 – 2007  
Gianni, Origoni, Grippo & Partners, Milan, Italy

## EDUCATION

- 2001**  
Admitted to the Bar. Member of the Milan Bar, Italy
- 1997**  
Law Degree, Università degli Studi di Milano, Milan, Italy
- 1994**  
Degree in Political Sciences, Università degli Studi di Milano, Milan, Italy
- 1989**  
Diploma as Interpreter, English and French, Scuola Superiore Interpreti Traduttori "S. Pellico", Milan, Italy



## INFO

- Date of Birth**  
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Italian  
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## PRACTICE AREAS



Employment and Industrial Relations



Data Protection