

Elena Ryolo

Partner

Elena is a senior employment lawyer who for more than 25 years has been assisting on HR-related matters in complex organizations so as in innovative and agile start-ups. She has experience of identifying and managing employment-related implications within the frame of corporate transactions and a solid expertise in reorganization processes. 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. Elena regularly advises on the definition of agreements with senior executives, including with reference to the compensation structure. Since years she has been part of, often coordinating, multi-jurisdiction projects involving senior foreign employment lawyers in the assistance to Italian and foreign multinational groups. Elena also regularly speaks at international conferences on the most topical employment-related matters.

Info

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Practice areas

Employment Law

Languages

Italian

English

French

Ranking

Chambers Global 2025, Employment: Band 6

Chambers Europe 2025, Employment: Band 6

TheLegal500 2025: Leading Partner

Professional experience

2025 Cappelli Riolo Calderaro Crisostomo Del Din & Partners, Milan

2007 – 2025 Legance – Avvocati Associati, Milan

1997 – 2007 Gianni, Origoni, Grippo & Partners Studio Legale Associato, Milano

Educational

2001 Admitted to the Milan Bar Association

1997 Law Degree – Università degli Studi di Milano

1994 Degree in Political Science – Università degli Studi di Milano

1989 Simultaneous Interpreter Diploma (English and French); Translator Diploma (German) – S.S.I.T. Milan

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