

WinckworthSherwood

Workforce Conference 2020

Thursday 5 November

Speaker Biographies



LOUISE LAWRENCE
Partner, Winckworth Sherwood

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Louise is a trusted advisor to UK businesses advising on all aspects of employment law from drafting contracts of employment to defending Tribunal claims. She gets to know her client, listens to them and uses her experience and commercial nous to create solutions to meet her client's needs. Louise values all of her client relationships, providing prompt, collaborative and pragmatic advice.



NATASHA WALLACE
Founder & Chief Coach, Conscious Works

Natasha founded Conscious Works, a coaching and consulting company specialising in workplace wellbeing. As a well-known speaker and thought leader, Natasha is leading expert on what leads people to feel and perform well at work.

As a former HR Director with a background in organisational development, Natasha has worked across numerous sectors and in organisations of all sizes including start-ups, corporate environments, and professional services. More recently, she created an award-winning leadership development programme and led many successful transformational change projects and understands the challenges and complexity faced by modern day leaders. Following her own burnout experience, she decided to focus her attention on helping organisations to optimising team performance without compromising wellbeing.

As a consultant, executive coach and facilitator, Natasha uses a Conscious Culture Diagnostic © which she developed using the latest evidence into team performance and wellbeing. Natasha and her team partner with organisations to advise and develop leaders and teams, helping them understand more about their own wellbeing and how to sustain it, embedding healthy behaviours and thinking into the heart of the operation and the people that work for them.

A popular speaker on the themes of inclusion, resilience, Conscious Leadership, and how to create cultures of wellbeing, Natasha chairs the Engage for Success Wellbeing Thought and Action Group where she is currently researching the key traits of conscious leaders. She is also author of *The Conscious Effect: 50 lessons for better organizational wellbeing* and sits on the Advisory Board for BT Digital.



JULIA HAYHOE
Managing Director of Hayhoe Consulting

Julia is Managing Director of Hayhoe Consulting, focused on the professional services & legal sector enabling clients to achieve strategic, sustainable growth by adapting to changing market dynamics. Her expertise spans strategy, leadership and client success, including advising on how to incorporate ESG issues into strategy and stakeholder engagement.

Prior to founding Hayhoe Consulting, Julia held roles at: Baker McKenzie (Chief Strategy Officer, Global Executive Committee and Director of BD & MarComs); Clifford Chance (BD & Internal Consultant) and Hildebrandt/Thomson Reuters (Vice President, Legal Sector Consultancy in London, New York and Washington D.C.). Earlier in her career she was a practising lawyer and an in-house legal department secondee.

Her wider NED and pro-bono advisory work includes: Strategy Officer at the World Economic Forum; Transforming Women's Leadership in Law Forum; The Foundling Museum; and Meyler Campbell's NHS Pro-Bono Leadership Coaching.

She has an MBA, Post-Graduate qualifications in Sustainability, Organisational Behaviour and a Law Degree.



SARAH BOLAS
Head of Behavioural Change, MCM Architecture

Sarah first started with MCM as a partner contractor, before joining the senior leadership team in June 2019. She oversees all of our behavioural change projects, ensuring their integration into our wider offer. She's a Prince2 Certified MSP practitioner, ANLP accredited practitioner and has run her own change consultancy.

Sarah cuts to the chase. It's all about getting change to happen. Not just talking about it. She brings huge amounts of energy, enthusiasm and heart to the role. With Sarah there's always a way through, no matter how difficult the situation. She says, "The magic happens when you don't just paint by numbers. I love it when a client is smiling from ear to ear, because then I know we did it right; we took the pain away and smoothed the bumps".

Sarah was responsible for training the in-house communication team at Oath – Verizon Media's umbrella technology brand – ahead of the move to their new London HQ.

She headed up a major change project for Hyperion Group, helping them transition to their new HQ. She is now leading a progressive change project for an iconic UK retailer, which for now has to remain under wraps.



IAN MUIR
Director, Keeldeep Associates Limited

Ian is a senior business adviser. He works with leadership teams and individuals to improve organisational performance.

After more than 30 years in corporate life working across the world, he now has a portfolio career with three strands: Non-executive, independent consulting and working with business schools. Ian is a member of the remuneration and appointments committee of a UK professional services regulator. His consulting work has featured in The Sunday Times and the professional press internationally. His book: "The Tone From The Top – how behaviour trumps strategy" received wide acclaim.

Ian's consulting clients span the USA, Europe, the Middle East and China. He has advised listed companies, overseas subsidiaries, private equity owned companies, venture capital, professional services, regulators and the not-for-profit sector. Assignments have included board evaluation, executive assessment, improving top team effectiveness, and executive mentoring.

He has presented to senior business audiences at several business schools, including Ashridge and the Bath executive MBA programme, Kent Business School and Brunel University.



SUSAN KELLY
Partner, Winckworth Sherwood

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Sue specialises in resolving disputes arising at or around the end of employment, including the enforcement and interpretation of restrictive covenants, and the impact of compliance and regulatory issues. Sue is a very experienced litigator, handling complex claims for a wide range of claimants and respondents.



HARRIET CALVER
Senior Associate, Winckworth Sherwood

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Harriet specialises in providing employment law advice to a spectrum of clients, ranging from global PLCs, to start ups on business matters and senior executives and partners on individual matters. She is known for her commercial and pragmatic approach and she takes great care in getting to know her clients and understanding their particular circumstances so that she can provide tailored advice and add real value.



ANDREA LONDON
Partner, Winckworth Sherwood

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Andrea is a very experienced employment lawyer who is responsive, clear, pragmatic and practical; aiming always to seek solutions based on what is best for the individual client or business in the circumstances. She advises both corporate employers and senior individuals on all employment-related matters in the ET, EAT, High Court and Court of Appeal. Andrea specialises particularly in restrictive covenant enforcement and team moves, breach of contract, TUPE, unfair dismissal and discrimination.



WILL CLIFT
Associate, Winckworth Sherwood

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Will provides straightforward, strategic and commercial advice to his clients, enabling employers to manage disciplinary and other HR issues in a way that minimises the risk of litigation, and helping employees to achieve excellent financial settlements. Will also has a wealth of experience in advising clients who are involved in employment tribunal litigation.



BETTINA BENDER
Partner, Winckworth Sherwood

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Bettina provides contentious and non-contentious employment law advice to multinational employer clients, senior executives and founders. She specialises in providing day-to-day UK employment law advice to multinational employer clients on managing risk and strategic HR issues relating to their UK workforce, particularly in relation to internal investigations, whistleblowing and discrimination claims and exits.



DANIELLE CRAWFORD
Senior Associate, Winckworth Sherwood

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Danielle advises both employees and employers on all aspects of contentious and non-contentious employment matters. Danielle is experienced in dealing with a wide range of employment issues ranging from everyday HR queries to multifaceted and complex disputes and litigation. Danielle ensures that her advice to each client is carefully tailored by considering industry specific and commercial factors as well as the relevant legal issues. Danielle also adopts a collaborative approach with clients in order to devise appropriate and effective strategies.



BLAIR ADAMS
Partner, Winckworth Sherwood

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Blair acts for numerous corporate clients, from multinational companies to owner-managed businesses. He advises them on restructuring and redundancy exercises, performance and conduct issues, discrimination, internal investigations, international secondments, senior level recruitment and terminations, restrictive covenant enforcement and litigation in the Employment Tribunal and the High Court.



ALEKSANDRA TRACZYK
Solicitor, Winckworth Sherwood

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Aleksandra qualified into the Employment team in 2019 having spent five years working in the team as a Paralegal. She has a breadth of experience having worked on a wide range of contentious and non-contentious employment matters, representing both employer and employee/senior executive clients. Her recent experience includes acting for employees in grievances and appeals and negotiating favourable and high-value departure terms as well as helping employers with a range of HR queries.