

WinckworthSherwood

People, Culture and Law Conference 2024

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Speaker Biographies



CHRIS GARRETT
Partner, Winckworth Sherwood

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Chris advises businesses on all aspects of employment and partnership law as well as data protection law. He has particular experience of advising on the employment law aspects of M&A transactions as well as having considerable experience of advising both UK and global businesses on all areas of data protection compliance. He frequently advises companies on employee monitoring, privacy notices and policies, cyber security incident response matters, including dealings with data protection supervisory authorities and individual data breach notifications.



ANDREA LONDON
Partner, Winckworth Sherwood

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Andrea is a very experienced employment lawyer who is known for her responsive, pragmatic and practical advice; aiming always to seek solutions based on what is best for the business client or individual dependant on the circumstances.

She advises mainly corporate employer clients, but also some senior individuals and in respect of all employment-related matters. Andrea specialises particularly in breach of contract, workplace disputes, restrictive covenants and team moves, TUPE, unfair dismissal and discrimination.



DR NOELLE BLACKMAN
Coach, Consultant & Trainer

Noelle is the former CEO of www.Respond.org.uk. During her two decades at Respond she gained extensive experience in further developing the practice of psychotherapy with people with intellectual disabilities and in supporting trauma-informed practice and relational approaches in organisations. She is a regular speaker and contributor to national and international symposia and conferences. Her PhD focused on 'The Use of Psychotherapy in Supporting People with Intellectual Disabilities who Have Experienced Bereavement'. Her publications include – The book -Loss and Learning Disability, and recent peer reviewed papers include - Brief report on six clinical cases of trauma in families that have children and adults who have a learning disability and/or are autistic. (Tizard Learning Disability Review) and A survey of complex trauma in families who have children and adults who have a learning disability and/or autism. (Advances in Mental Health and Intellectual Disabilities).

Noelle now has a consultancy service (noelleblackman.co) where she offers therapy, coaching, consultancy and training. She has over 30 years' experience specialising in the field of trauma informed practice and is a founder member of the Institute of Psychotherapy and Disability (IPD).

Her priorities are to work with, organisations, individuals and local regions who wish to be part of the change towards making a more compassionate society. A society that sees the person first rather than the problems, one that considers 'what happened', one that supports their staff and works towards sharing the power and working in partnership with everyone to bring about what is needed for people to live their best lives, lives that are free from permanent fear and trauma.

Noelle is also currently the Chair of the Board of Trustees for a local charity of which she is a co-founder.



KATY FRIDMAN
Founder-CEO, Flexible Working People

Having worked her way up the corporate ladder at Centaur Communications, Thomson Reuters and Microsoft, Katy's senior director level role was made redundant during her first maternity leave. Flexible working options at that time were lacking, and she became frustrated that she was unable to continue the career that she loved, on more flexible terms. Katy then began a journey championing the cause for the many other people just like her.

In 2018 she set up Flexible Working People, which has grown into powerful highly engaged community of 100,000 people with a shared mission to change the world of work and to support people on their flexible working journey.

Flexible Working People is now a live talent platform connecting people looking for flexible work with companies looking to access highly capable talent for part time and flexible jobs. Katy is a well-known and influential spokesperson, promoting flexible working and gender equality in the workplace.



PAULA TEGG
Assistant General Secretary, Accord Trade Union

Paula is a Senior Officer at Accord Trade Union, where she plays a key role in supporting members through collective representation, employment tribunals, and strategic negotiations. With over 35 years of experience in the trade union movement, Paula has worked on several high-profile agreements, helping employees navigate workplace changes and championing flexible working policies. Outside work, Paula is passionate about powering change for children and protecting girls' rights.



DAVID WREFORD
Partner, Mercer

David is a Partner in Mercer's Career business. He helps clients maximize the value of their investment in their staff by increasing the effectiveness, innovation and sophistication of their career and reward programs. He's worked with Mercer for 25 years.

David's consulting work focuses on the development of:

- the ideal EVP/employee experience, and supporting career and reward strategies and programs, increasingly shaped by personalisation, DEI, wellbeing and ESG
- employee engagement strategies including communications and manager guides to ensure the experience is felt
- the HR operating model that supports the expected employee experience.

A significant amount of his time is dedicated toward assisting companies through major organisational change, and much of David's time is directed towards merger and acquisition projects, and supporting clients with their harmonization.

David also advises clients on the impact of evolving employment regulation, and helps develop innovative and practical solutions to this ever-changing minefield.



BETTINA BENDER
Partner, Winckworth Sherwood

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Bettina is a Partner and specialises in employment and partnership law. She has long-standing experience in providing commercial and strategic advice to a range of UK and multinational businesses and professional service firms, as well as senior executives, founders and partners.

Bettina provides contentious and non-contentious employment law advice to multinational employer clients. She specialises in providing day-to-day UK employment law advice to multinational employer clients on risk and strategic HR issues relating to their UK workforce, particularly in relation to internal investigations, disciplinary and grievance procedures, whistleblowing and discrimination claims and exits, as well as restructuring and redundancy exercises. She also regularly advises senior executives and founders in relation to their potential legal claims, negotiated departures and contractual terms.

Bettina is bilingual in English and German and acts for many German multinationals with UK operations, and German senior executives (advising them in German).



FLORENCE SMART
Associate, Winckworth Sherwood

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Florence works with a diverse range of individual and employer clients on advisory, contentious and non-contentious employment-related matters. She advises on day-to-day issues such as recruitment, termination and enforcement of restrictive covenants. Florence also has experience with providing corporate support on employment issues in a transactional context and conducting independent investigations.

From a contentious perspective, Florence's experience includes negotiating valuable exit packages and acting for clients in the Employment Tribunal on various matters, including discrimination and unfair dismissal.



ANDREW YULE
Head of Employment and Partnerships, Winckworth Sherwood

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Andrew advises businesses and senior executives on all aspects of employment law. He works with employer clients across a range of sectors, including financial services, technology, retail and education – providing pragmatic and prompt day-to-day advice on all aspects of the employment relationship.

He also has a great deal of experience helping clients to avoid or to defuse disputes and – where necessary – successfully running complex litigation.

Andrew acts for individuals, regularly in the financial services sector, in private equity and numerous FTSE 100 and 250 departmental heads and main board directors. Typically this includes advising on and negotiating all aspects of complex and high-value moves, terminations and disputes – at each stage carefully managing not only the financial terms, but also the more nuanced reputational aspects.



PROFESSOR CHRIS BAKER
Director of the Faiths and Civil Society Unit, Goldsmiths University of London

Professor Chris Baker is Director of the Faiths and Civil Society Unit at Goldsmiths University of London and Director of Research for the William Temple Foundation, which is a public theology think tank established in memory of Archbishop William Temple who coined the phrase 'the welfare state' and was one of its key founders.

His research explores the impact of religion and belief in the public sphere for the sake of creating better policy around issues of diversity, inclusion and intersectionality. His latest research looking at how partnerships across faith-based and secular actors evolved in response to COVID-19 has been used by the previous and current Government to inform policy in the light of the latest challenges to social cohesion.



LEASHA LYNCH
Associate, Winckworth Sherwood and Social Mobility Champion

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Leasha joined Winckworth Sherwood's Real Estate department in January 2023 having worked in-house for a developer/contractor for five years.

As a previous awardee of the Law Society Diversity Access Scheme scholarship, Leasha has set up a partnership with the Law Society to offer work experience placements to the students on the scheme, as well as helping to promote diversity and inclusion within the legal profession through speaking at webinars and podcasts about her own experience.



ED SHRAGER
Co-Founder, Culture Catalyst CIC

Ed Shrager is calm and considered with a pragmatic and flexible approach. As a co-founder of Culture Catalyst CIC, Ed is passionate about connecting people and ideas to drive meaningful change in workplace culture, diversity, and inclusion. With a focus on creating a better future for the next generation, including his daughters Neve and Erika, Ed is dedicated to making the world of work a more inclusive and equitable space for everyone. Outside of work, he enjoys walking, creating and listening to drum and bass, and indulging in the odd portion of fish and chips. Ed's commitment to equality, diversity, and inclusion is at the heart of his work, as he strives to make a lasting impact.



WILL CLIFT
Senior Associate, Winckworth Sherwood

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Will acts for employees and employers on the full range of employment law issues.

He has an excellent track record of negotiating favourable financial settlements for employees, and often advises clients who are facing disciplinary action at work, or bringing grievances against their employer. He is adept at managing the financial, legal and reputational risks associated with moving roles, including advising on the scope of restrictive covenants, and the terms of deferred compensation schemes. Will has also represented employees in the Employment Tribunal and High Court in a range of different claims (including unfair dismissal and sex discrimination).

Will also acts for employers from a broad range of sectors including retail, hospitality and financial services. When acting for employers he provides strategic and commercial advice, enabling them to manage disciplinary and other HR issues in a way that minimises the risk of litigation.



LOUISE LAWRENCE
Partner, Winckworth Sherwood

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Louise is a trusted advisor to UK businesses and not-for-profit organisations and senior executives advising on all aspects of employment law from drafting contracts of employment to defending Tribunal claims. She has a strong reputation for technical excellence and is adept at handling complex issues and providing strategic advice on TUPE, redundancies and restructurings, and disputes. She gets to know her client, listens to them and uses her commercial nous to create solutions to meet her client's needs. Louise values all of her client relationships, providing prompt, collaborative and pragmatic advice. Recent testimonials from employer clients include: "I would say Louise Lawrence stands out. She is extremely personable, genuinely cares about our business and has always been flexible and accommodating in her approach."



HARRIET CALVER
Legal Director, Winckworth Sherwood

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Harriet is an employment law specialist who provides practical and strategic advice to businesses, employees and partners on a range of contentious and non-contentious employment matters. Harriet specialises particularly on complex and sensitive departures, unfair dismissal and contractual disputes and family friendly rights and discrimination. She also provides day to day HR support to help resolve issues employers face, including disciplinary and grievances matters, sickness absence and redundancy/restructuring exercises.



SUSAN KELLY
Partner, Winckworth Sherwood

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Susan advises on all aspects of the employment relationship, as well as the increasingly common flexible variations on that traditional model. Susan also acts regularly in partnership disagreements, boardroom difficulties and shareholder disputes. She specialises in the resolution of disputes arising in the workplace, often with compliance, safeguarding and regulatory angles.

Susan has a particular expertise in Church matters and regularly advises in clergy discipline matters. She has advised dioceses and parishes on issues ranging from discrimination to redundancy, allegations of abuse and disciplinary action. Susan has advised one particular diocese over several years, on a wide range of employment issues. These matters have included race, religion, disability and sexual orientation discrimination claims, unfair dismissal, redundancy, part-time working issues, disciplinary matters arising out of misconduct, and the legal position of interns, particularly in relation to National Minimum Wage.



PAUL EXCELL
Chair, AI4C (AI for Charities)

Paul is an award-winning Global CxO, Board Director and Executive Coach passionate about helping people sustainably grow and using technology to deliver meaningful societal impact.

He is a founding Partner at ScaleUp Group which has supported 18 leading high growth AI/Tech companies raise over £60m+ in ScaleUp Growth Capital and achieve a x7 increase in valuation on exits to date.

After starting as an Apprentice, he was Global CxO at BT with responsibility for growing/delivering profitable revenues of >\$4bn (170+ countries, 3000+ people in 85 countries) and a innovation pipeline of \$2bn. He was an Advisor to UN ITU Sec General & World Economic Forum on sustainability, technology, innovation plus awarded the Sunday Telegraph National Management Award for pioneering work on Broadband.

He is a Mentor, Royal Academy of Engineering ScaleUp Leaders programme; Judge for Tech Nation Rising Stars, Keynote speaker and Author of the 7Cs of Remarkable Leaders.

He is a Fellow of the Institute of IT (FBCS), Institute of Engineering & Tech (FIET) plus Court Assistant/Liveryman at the City of London IT Livery company (WCIT).



RICHARD DAVIS
CEO and Co-Founder, Inference Group

Richard Davis is CEO of Inference Group, a data and AI delivery consultancy. Enabling organisations to make use of their data assets and productionise AI capabilities at scale. With a team of Data Engineers, ML and AI developers and MLOps resources we have the ability to meet your needs now to demonstrate realised value through the power of AI.

Prior to Inference Group Richard was Chief Data Officer at Ofcom where he is responsible for enabling data and AI capabilities. Richard joined there from Lloyds Banking Group where he led the Innovation and Analytics Centres of Excellence. He also sits on the Scottish AI Alliance Leadership Group, advising on the delivery of the Scottish AI Strategy. He has been recognised as an international leader in data (Data IQ 100 2023) and AI (AI Implementor of the Year 2023) and has advised governments, international bodies and major cooperations on how to achieve the maximum success with data.

Richard has a wealth of experience delivering AI applications in fields as diverse as economics, ecology, biochemistry, financial services and telecommunications. He has given expert advice in international forums on the development of data science products for businesses and establishing diverse analytics and data science functions in large multinational companies.

Richard is a world leader in machine learning and applied mathematics, and is a regular keynote speaker at international conferences on the use of AI in industry. He has a keen understanding of the strategy required to deliver data driven and analytics first business. He has experience establishing programmes of data literacy to ensure there is a culture of using data to make decision. Richard has a PhD in Chemistry from the University of York, developing AI techniques for disease detection. He gained an Masters in Mathematics in the Living Environment, developing neural networks to predict insect migration patterns and AI for carbon dynamics in the atmosphere. He has a BSc in Mathematics and Economics. At Henley Business School he achieved an executive MBA focussing on real time AI risk management.