

# *LBCambridge<sup>2</sup>*

Helping bring the pieces together



6-8 February & 19-21 March 2020



# Origins

Back in 2006 we launched the LBC*Cambridge* programme at Queens' College Cambridge.

The rationale was to create a unique training event that would help in-house lawyers focus on their soft skills development and gain the insights and awareness to be more effective in their roles, for their teams and for their employers.

LBC*Cambridge*, which runs twice a year in April and September, has become something of an institution; it is widely regarded to be a world class skills development programme for in-house lawyers and since 2006 has attracted well over 1000 lawyers from around 30 different countries.

Building on this success and to meet the requests of past delegates LBC*Cambridge*<sup>2</sup> was launched in 2012.

It is our leadership development programme designed specifically for aspirational in-house lawyers in, or ambitious for, leadership roles.

We have researched the leadership needs for in-house lawyers and their employers, we have looked at programmes around the world and we have met literally hundreds of potential speakers and mentors who might join the faculty.

The result is a programme that we consider to be the most appropriate blend of personal development and strategic insight in what is a thoughtful, challenging and creative experience just as ground-breaking as the original programme it is built upon.

Image of Queens' College Cambridge, venue for the original LBC*Cambridge* programme from an original painting by Ian Weatherhead commissioned by LBC Wise Counsel



# The programme



## Objectives

The overarching objective is to help in-house lawyers be more resilient, effective and creative in management and leadership roles. To this end we will help you:

- more purposefully understand the behaviours and capabilities needed to implement substantial organisational improvement of the in-house legal function and enhance the value of your personal contribution.
- gain a deeper understanding of your leadership potential enabling you to work more effectively with other senior managers and leaders.
- develop your capacity to influence what is strategically critical to effect change both within your organisational remit and across the business.
- develop the strategic, operational and tactical insights necessary for the successful development of the in-house legal function.

To an extent, however, these are just fine words, derivative of many leadership type events and perhaps a little generic. For us there can be nothing generic about what we do to repay the trust placed in us by each person undertaking the programme.

Our desire, our passion and all of our experience is poured into this programme. We want the experience to be deeply and personally impactful, drawing on all the practical experience we have developed working with in-house leaders and their teams around the world since the year 2000 when LBC Wise Counsel was founded.

## Overview

The programme runs across two residential sessions.

Each part of the programme takes aspects of leadership effectiveness and contribution. It is a very interactive workshop/tutorial format. The focus on personal development means we can start to work on ideas and insights that can be immediately impactful.

While the emphasis is on the personal we can also ensure significant time is given to the strategic and operational effectiveness of the in-house legal provision including aspects of purpose, value articulation, ethics and your personal resilience.

# What should you expect?

## Speakers and contributors

The programme will explore aspects of your personal leadership style, strengths, weaknesses and opportunities. We want to ensure we can provide ideas and practical insights that mean you can be more aware and more effective.

**Claire Lomas MBE** former equestrian athlete and now extraordinary and inspirational fund-raiser for spinal injury research.

**Justin Featherstone MC** Decorated military leader, presenter, businessman, guide and teacher.

**Jonny Searle MBE** former General Counsel, Olympic gold medallist and World Champion rower, now a facilitator, coach and presenter.

**Ciaran Fenton** facilitates behaviour change on main and operating boards. Works with General Counsel and other senior executives to support their personal career management journeys. He explores how to maximise your impact and create development opportunities.

**Paul Gilbert** has worked with literally thousands of in-house lawyers around the world. Here he presents his insights on what makes an outstanding leader in in-house legal services.

**Fiona Laird** is a theatre director and writer with a national and international reputation, recently directing *The Merry Wives of Windsor* for the Royal Shakespeare Company. Fiona will work through techniques to help you become more self-assured and effective influencers and presenters.

**Martha Leyton** speechwriter, editor, communications coach, and workshop leader.

**Richard Martin** Former City and international lawyer, now leading on mental health awareness for leading consultancy practice

**Professor Richard Moorhead** leads a workshop of ethical case studies and presents on issues of the professionalism, ethics and values of the in-house lawyer.

**Kay Scolah** discusses the importance of being present, of wellness and of listening for leadership. She will explore different ways to sharpen your focus and become more aware of what's going on around you and within you in all situations.

**Martin Shovel** writer of books and speeches, a satirical cartoonist, a workshop leader, a trainer of professional speechwriters and a communications coach.

**John Sutherland** is a regulatory supervisor and was an advisor to the Parliamentary Commission on Banking Standards. He looks at why banks failed and the lessons for corporate governance.

## The mentors

The mentors are among the most talented people we have the pleasure to work with.

Their role is to be a sounding board throughout the programme and to encourage each delegate to take as much as possible from every session. In addition they will offer support between the two sessions and for a period of three months after the second session.

**Chris Parker:** General Counsel and executive

**Carolyn Kirby OBE:** President, Mental Health Review Tribunal for Wales

**Jonathan Smith:** General Counsel and executive

**Jonny Searle MBE:** Coach, presenter, Olympian

**Ray Berg:** Managing Partner

The mentors will help shape delegates' ideas, challenge performance and provide the real world experience to contextualise the insights brought by the presentation team.

## The delegates

All delegates are lawyers working in a variety of sectors and size of team. Everyone has an ambition to be a better leader.

Each delegate's experience presents an opportunity for other delegates to learn from them as well and we will encourage contact, sharing and proactive networking.

When the programme concludes we will continue to offer support, insight and friendship. We will offer new programming opportunities, but informally we will be with you for as long as is helpful.

## Housekeeping, admin and miscellaneous

The Møller Institute is a purpose built business events resource. There is free Wi-Fi throughout the complex and in all bedrooms.

There is ample free parking on site.

Bedrooms are light, roomy, en-suite, have tea/coffee making facilities, TV, radio and are equipped with good desk space.

There is a choice of self service meal options. All meals are included and will be an important part of the discussion opportunity.

There will be minimum handouts with the focus on supporting each delegate to take what they can for themselves from each session with the support of presenters, mentors and the LBC team.

Dress code is casual throughout – be comfortable.



Groups A & B 18:00 – 19:30



**Paul Gilbert**

Set up and approach. Our objectives for the programme and introductions by the delegates, mentors and presenters.



19:30 Møller Institute

# Session One: 6-8 February 2020

08:30	09:30	10:30	11:30	12:30	13:30	14:30	15:30	16:30	17:30	18:30
<b>Groups A &amp; B 08:30 – 10:00</b>		<b>Group A 10:30 – 12:30</b>		<b>Lunch 12:30 – 13:30</b>	<b>Groups A &amp; B 13:30 – 15:00</b>		<b>Group A 15:30 – 17:30</b>		<b>Groups A &amp; B 17:30 – 19:00</b>	
<b>Ciaran Fenton</b> Career management, purpose and articulating our needs at a time of unprecedented change.		<b>Fiona Laird</b> Introduction to voice work. Learning how the voice works technically and how to free your voice and find your natural pitch. Exercises include tension release, relaxation, breathing and the basics of voice.			<b>John Sutherland</b> Through the lens of corporate failure, including the failure of executive and non executive directors, we will look at lessons in governance for General Counsel and the critical role corporate culture plays in success and failure.		<b>Ciaran Fenton</b> Working in detail with Ciaran to respect and understand your needs, while finding the opportunity and the means to reflect on your options for change.		<b>Martin Shovel and Martha Leyton</b> Great communication, like any significant skill can be developed, improved and coached. The ideas and techniques to do so are explored ahead of more detailed work in March.	
 Ciaran Fenton		<b>Group B 10:30 – 12:30</b>		<b>Lunch 12:30 – 13:30</b>	<b>Group B 15:30 – 17:30</b>		<b>Group B 15:30 – 17:30</b>		 Martin Shovel Martha Leyton	
<b>Break 10:00 – 10:30</b>		<b>Ciaran Fenton</b> Working in detail with Ciaran to respect and understand your needs, while finding the opportunity and the means to reflect on your options for change.			<b>Break 15:00 – 15:30</b>		<b>Fiona Laird</b> Introduction to voice work. Learning how the voice works technically and how to free your voice and find your natural pitch. Exercises include tension release, relaxation, breathing and the basics of voice.			

19:30 Dinner

08:30	09:30	10:30	11:30	12:30	13:30	14:30	15:30	16:30	17:30
<b>Groups A &amp; B 08:30 – 10:00</b>		<b>Group A 10:30 – 12:30</b>		<b>Lunch 12:30 – 13:30</b>	<b>Group A 13:30 – 15:30</b>		<b>Groups A &amp; B 15:45 – 17:30</b>		
<b>Claire Lomas MBE</b> An interview with Claire Lomas exploring questions of personal resilience, potential and managing change. A deeply moving and personal journey.		<b>Kay Scorah</b> Listening for leadership - being more present and mindful at all times can reduce stress and improve clarity of communication. Equally important, mindfulness can help individuals and groups to stay true to their personal and professional code of ethics and to be more empathetic and creative. In this session we'll explore several different ways to sharpen your focus and become more aware of what's going on around you and within you in all situations. The range of techniques we'll experiment with is designed to suit different types of intelligence, leadership styles and environments.			<b>Fiona Laird</b> Experimenting with articulation and resonance to strengthen the natural speaking voice. Working with both written text, and short improvisations. Learn to "hear" your voice, control breath and resonance. "Homework" will be set.		<b>Justin Featherstone MC</b> A workshop exploring leadership and decision making in a thoughtful and impactful session drawing on Justin's extraordinary experience.		
 Claire Lomas MBE		<b>Group B 10:30 – 12:30</b>		<b>Lunch 12:30 – 13:30</b>	<b>Group B 13:30 – 15:30</b>		<b>Break 15:30 – 15:45</b>		
<b>Break 10:00 – 10:30</b>		<b>Fiona Laird</b> Experimenting with articulation and resonance to strengthen the natural speaking voice. Working with both written text, and short improvisations. Learn to "hear" your voice, control breath and resonance. "Homework" will be set.			<b>Kay Scorah</b> Listening for leadership - being more present and mindful at all times can reduce stress and improve clarity of communication. Equally important, mindfulness can help individuals and groups to stay true to their personal and professional code of ethics and to be more empathetic and creative. In this session we'll explore several different ways to sharpen your focus and become more aware of what's going on around you and within you in all situations. The range of techniques we'll experiment with is designed to suit different types of intelligence, leadership styles and environments.		 Justin Featherstone		

# Session Two: 19-21 March 2020

Thursday

Groups A & B 18:00 – 19:30

19:30 Møller Institute

**Paul Gilbert**

Set up and approach. Our objectives for the programme and introductions by the delegates, mentors and presenters.

Friday

08:30

09:30

10:30

11:30

12:30

13:30

14:30

15:30

16:30

17:30

Groups A & B 08:30 – 10:30

**Professor Richard Moorhead**

Professionalism, ethics and values. The role of the in-house lawyer. Awareness and challenge.



Professor Richard Moorhead

Break 10:30 – 11:00

Group A 11:00 – 13:00

**Martin Shovel & Martha Leyton**

A highly participative and engaging workshop on communication, ideas, messaging and authenticity from two brilliant communicators and speechwriters.

Group B 11:00 – 13:00

**Fiona Laird**

This session is about the effect of posture and "body language" on your speaking style. You will learn the principles of how to incorporate technical voice work into your physicality in order to produce a relaxed, open and authoritative physical presence.

Lunch 13:00 – 14:00



Fiona Laird



Martin Shovel

Martha Leyton

Group A 14:00 – 16:00

**Fiona Laird**

This session is about the effect of posture and "body language" on your speaking style. You will learn the principles of how to incorporate technical voice work into your physicality in order to produce a relaxed, open and authoritative physical presence.

Group B 14:00 – 16:00

**Martin Shovel & Martha Leyton**

A highly participative and engaging workshop on communication, ideas, messaging and authenticity from two brilliant communicators and speechwriters.

Break 16:00 – 16:30

Groups A & B 16:30 – 18:00

**Jonny Searle**

Jonny will be running an interactive session bringing insight from sport, business and his work as a coach to take some time to think about what's important to you, your world today, your plans and managing the pressures that may come as you move towards goals.



Jonny Searle

19:30 Dinner

Saturday

08:30

09:30

10:30

11:30

12:30

13:30

14:30

15:30

16:30

Groups A & B 08:30 – 10:30

**Paul Gilbert**

Drawing on 20 years experience of mentoring General Counsel around the world, Paul sets out to explore what it means to succeed and to make our best contribution, in a more balanced, thoughtful and sustainable way in this most demanding of in-house roles.



Paul Gilbert

Break 10:30 – 11:00

Groups A & B 11:00 – 12:30

**Richard Martin**

This is a session about understanding and taking care of your well-being. It will also help you be more aware of the well-being of colleagues and begin to equip you to manage situations in this sensitive area with more confidence.



Richard Martin

Lunch 12:30 – 13:30



Fiona Laird

Groups A & B 13:30 – 15:00

**Fiona Laird**

Working with the prepared voice exercise scripts, this session recaps the learning from the previous voice sessions with Fiona and concludes with an opportunity to present to the group.

Break 15:00 – 15:30

Groups A & B 15:30 – 17:00

**Ciaran Fenton & Paul Gilbert**

This is the final session of the formal programme and is an opportunity to reflect on what you have explored, felt, challenged and done differently. It is more than a summing up session and presents an opportunity to commit to the next phase of your careers with a newly found network and the support of everyone in the room.



# Profiles

## Ray Berg

Ray is UK Managing Partner, responsible for running the Osborne Clarke LLP business.

A corporate lawyer for more than 25 years, Ray uses his wide ranging experience of company structures, reorganisations and financing to help set our strategy and guide our day-to-day operations. Ray is passionate about building a strong and diverse organisation, and has made this a core part of Osborne Clarke's strategy. Under his leadership, the firm has introduced a wide range of initiatives focused on diversity and wellbeing, leading to greater engagement amongst employees and recognition from industry bodies and he speaks regularly on the subject.

Ray was previously head of the Business Transactions Group, which is home to the M&A, corporate finance, financial services and commercial teams. During his 16 years at Osborne Clarke, Ray has advised on a wide range of high-profile transactions for both public and private companies including takeovers, mergers, IPO's and joint ventures – often with a cross-border aspect. Ray qualified as a lawyer in 1992 and spent 18 months of his early career working in-house at a major international corporation in the United States, joining Osborne Clarke as a Partner in 2001.



## Justin Featherstone MC

Justin Featherstone is a leadership consultant and expedition leader. He has worked with a variety of Public Sector and commercial organisations both in the UK and overseas and specialises in developing values-based leadership, shared leadership and organisational culture. He also is an occasional lecturer on leadership at the Universities of Exeter and Ljubljana, Slovenia.

A former Major in The Princess of Wales's Royal Regiment, he deployed on various operations over his eighteen years' service, including commanding a Company in Southern Iraq in 2004. He was awarded the Military Cross for his actions in Iraq. Justin left the Army in 2007 and his final posting was as the principal leadership Staff Officer at the Royal Military Academy Sandhurst.

A keen mountaineer and whitewater kayaker, he has led and participated in over thirty overseas expeditions to the mountains, rivers and rainforests of the world. He is a Fellow of the Royal Geographical Society and a member of The Alpine Club. As an Honorary Fellow of University of Exeter, he has a role in the Business School, supporting the Exeter Centre for Leadership. In 2011, he spent time living with the Cabecar Indians of Costa Rica as research for an MA in Leadership Studies at Exeter University, which he completed in 2012.

Justin is also a qualified Winter Mountain Leader, whitewater kayaking coach and climbing instructor.



## Ciarán Fenton

For more than a decade, Ciaran Fenton has helped senior business leaders and other professionals across all sectors improve their business performance, working relationships, enhance their emotional intelligence and manage their careers more effectively. During his early career, he worked across a number of highly dynamic markets, including publishing, film and television having held senior management roles at Hachette (OPG), ITN, Pearson (Financial Times Television), and The Guardian Media Group. Over the years, he has worked with scores of individuals and organisations that understand the importance of behavioural change, including for example HSBC, BT, Capita, BUPA and Radiant Law. His work with these and others is a testament to the value of the Fenton Model™, his unique approach to self-management that provides senior leaders with a step change in both their behaviour and business performance with a particular emphasis on relationship management, both internally and externally. Along with his work as a leadership consultant and trusted adviser, he is a mentor at London Business School and a regular speaker. He holds a business degree, B.Com (Hons.), from The National University of Ireland, Cork, lives in Brighton, is married to fiction writer Marian Garvey and they have two grown-up children.



## Carolyn Kirby OBE

Carolyn is a judge, President of the Mental Health Review Tribunal for Wales since 1999. The tribunal is an independent judicial body whose remit is to safeguard the rights of people detained under the Mental Health Act 1983. Its primary role is to decide whether patients, some of whom have committed serious crimes, can safely be discharged from hospital.

Carolyn is the Law Society Council member for Mid and West Wales, has chaired a number of specialist committees of the Law Society and is currently involved in a comprehensive review of its governance.

In 2002-2003 Carolyn became the first woman to be elected President of the Law Society of England and Wales.

In the 2016 New Years Honours list she was awarded the OBE for services to justice and to cancer care. She cofounded and chairs a charity, Cancer Information and Support Services (CISS) based in South West Wales, which provides counselling, support and advice to anyone affected by cancer.

She holds a number of lay and quasilegal roles in the Church in Wales and is a licensed lay worship leader. Carolyn has chaired a wide variety of boards and committees and takes a close interest in the ways in which effective relationships can be developed in different settings and the benefits which they bring to organisations.



## Fiona Laird

Fiona Laird is a theatre director, writer and voice coach.

She has recently directed The Merry Wives of Windsor for the Royal Shakespeare Company at both Stratford-on-Avon and at the Barbican, a production for which she also composed the musical score. In the last few months she has also directed "Noel Fitzpatrick SuperVet Live" a national touring arena stage show, and the magician Dynamo's new stage show.

Her directing credits include Christmas Cracker at the Royal Festival Hall, The Turning Point for Sky Television, Cinderella at the Old Vic (written by Stephen Fry, with music by Oscar-winning Anne Dudley), Beyond Belief in the West End and on Broadway, Twenty Men Singing, for the Welsh National Opera, the World Premier of Arnold Wesker's Longitude at Greenwich Theatre and Oh What a Lovely War, Guys and Dolls, Peter Pan and Frogs, all at the National Theatre.

As a teacher and visiting lecturer Fiona has worked at the Central School of Speech and Drama, the Oxford School of Drama, the British American Drama Academy and the National Youth Theatre. In 2013 Fiona founded the charity The National Youth Arts Trust, which provides access to training in the performing arts for disadvantaged young people.





### Martha Leyton

Martha is a speechwriter, editor, communications coach and workshop leader. After a degree in English Literature she qualified as a teacher and taught English and Communication for some years before moving into educational writing and editing. What really makes her tick is helping people work out what they think, what they want to say, and how best to put their ideas into words that will make things happen.

Along with Martin Shovel, she set up CreativityWorks in 2002, and together they have developed a busy practice as leadership communications coaches and speechwriters. They work with a wide variety of clients across a range of sectors, including business, government, academia, professional bodies, trade unions and the third sector. As well as working with individual leaders, Martin and Martha also train speechwriters and other communications professionals, both in the UK and internationally.

### Claire Lomas MBE

Claire was working as a chiropractor and had reached the highest level in the sport of eventing when a freak accident left her paralysed from the chest down.

She had gone from living a life as an active sportswoman whose dreams were coming true to a life that seemed impossible to ever be happy. The simplest of tasks were now a challenge for Claire. Many doors had closed, and it was difficult not to dwell on all she had lost. She had to dig deep to find the strength and courage to rebuild her life from scratch. Claire discharged herself from hospital after only 8 weeks, determined to do as much rehabilitation as possible. She spent hours in the gym but also recognised that she needed more than this in her life. Her relationship of four years ended ten months after her accident and although Claire felt at rock bottom, she was determined not to sit back and feel sorry for herself. She signed onto an internet dating site where she met Dan, who later became her husband. She gave birth to their first daughter in 2011.

Claire also found new sports including skiing, set up a business, wrote a book and organised fundraising events. Her life was totally different but it did have one similarity, she was busy again.

In 2012 Claire became headline news worldwide. She walked the London Marathon in a pioneering robotic suit. It took a grueling 17 days and raised £210k

for Spinal Research. She became the first owner of a robotic suit, and used it when she had the honour of lighting the Paralympic cauldron in Trafalgar Square.

In 2013 Claire completed a 400 mile handcycle around parts of England, visiting schools on the way to inspire pupils, raising another £85k supporting the Nicholls Spinal Injury Foundation.

2014 and 2015 took the fundraising total to over £500k through various events Claire organised.

In 2016 Claire completed the London Vitality 10k in 12 hours, and completed the Great North Run in September whilst 16 weeks pregnant with her second daughter!

Claire complete her latest challenge, #10in24, in October 2017 which saw her walk the 10 miles of the Great South Run in 24 hours, walking through the night and completing the challenge with a few minutes to spare! Claire is currently learning to ride a motorbike and loves pushing the boundaries. In July 2017 she became the first paralysed female in the UK to get her motorbike race licence, and now aims to ride tracks around Europe.

### Richard Martin

Richard's first career was an employment lawyer. He trained with City firm Gouldens, becoming a partner in that firm before its merger with global firm Jones Day, where he served as a partner for three years. He then moved to City firm Speechly Bircham where he ran the large employment practice and served on the management committee. In 2011 he suffered a serious mental breakdown, spent time in hospital and undertook a lengthy recovery process. He has undertaken foundation level studies in psychotherapy and counselling and is an accredited coach.

Richard now spends most of his time working with organisations to raise awareness of mental health, and to train people in looking after themselves and each other, making mental health part of the conversation at work. He heads up this area of work at workplace consultancy byrne-dean, as well as leading their conflict resolution work. He is an accredited Mental Health First Aid trainer, and one of their central associate team. He sits on the steering committee of the Lord Mayor of London's This is Me campaign to raise awareness and reduce the stigma around mental illness through the power of personal story telling. He works with many leading financial and professional service organisations, is a passionate campaigner and a confident facilitator.

Richard new book "This too will pass" was published in 2018 receiving national attention.

### Professor Richard Moorhead

Richard is Head of School at Exeter University. He is an empirical legal scholar who has worked on lawyers' ethics and regulation, the courts and legal services, and access to justice.

He has led many research projects on lawyers' ethics including his 2018 book is on the Ethics of In-house Lawyers, with Vaughan and Godhino).

He is a previous member of the Civil Justice Council, as well as the Legal Services Consultative Panel. Has advised three Parliamentary Select Committees and advises the Women and Equalities Select Committee on NDAs.

He was elected a Fellow of the Academy of Social Sciences in 2019 and a fellow of the Royal Society of the Arts in May 2016. He sits on the editorial board of the International Journal of the Legal Profession, and the advisory boards of the Journal of Law and Society and Ethics and Behaviour.

His lawyerwatch.blog is well regarded nationally and internationally and has sometimes led debate on professional regulatory and ethics issues.

He was the inaugural Professor of Law and Professional Ethics and Vice Dean (Research) in the Faculty of Laws, UCL and a former Director of their Centre for Ethics and Law. Prior to that held a Chair at Cardiff University, where he was a Deputy Head of School.

### Chris Parker

Former Director Corporate, External and Legal Affairs for Microsoft Ltd.

Chris recently retired from leading the Law and Corporate Affairs team in the UK. He has significant legal and corporate affairs experience in the information technology industry. Prior to joining Microsoft, Chris was Senior Counsel for Apple Europe and Legal & Government Affairs Director at Compaq. He also spent more than 17 years at Digital Equipment Co. Ltd (DEC) in various legal roles. His main areas of expertise are IT licensing, Intellectual Property and competition law. He has been involved in a number of competition investigations by both UK and EU authorities Chris is an English barrister and a Bencher of Gray's Inn.





### Kay Scorah

There are many versions of Kay Scorah. At LBC2 you will meet a combination of all of them.

The biochemist. Her BSc Hons in Biochemistry from King's, London was followed by a year at the Max Planck Institut für Biophysik in Frankfurt studying the sidedness of anion transport across the erythrocyte membrane. That went so well that she moved into advertising.

The successful ad executive. By the age of 32 she had been on the board of directors of 2 London ad agencies and was a contributor and assistant producer on the 1990 BBC TV series on advertising and society, "Washes Whiter".

The businesswoman. 30 years ago she set up her own business, HaveMoreFun Ltd, with the objective of bringing together the best of business.

The teacher and tutor. She is a speaker (on conflict in the workplace) and tutor on the Oxford Strategic Leadership Programme at Said Business School.

The recipe lady: She runs the Essex Road Recipe improvised recipe project, designed to encourage people to cook from scratch and support local food retailers. She has now published a collection of Essex Road Recipe cards along with a handbook on "How to Improvise with Food" through Unbound.

Kay is also on the board of 2 dance companies; Dance Theatre of Ireland and Arcane Collective.

### Jonny Seale MBE

Jonny works as a coach, facilitator and speaker and is an Olympic Gold medal winning and former World Champion rower who has also worked for 25 years in the corporate environment as General Counsel and Company Secretary of an international entertainment company and as a lawyer in the City.

Jonny has supported individuals and teams in achieving their objectives in a range of areas including the law, the media and sport. He has particular expertise in coaching for high performance, coaching through transition and leadership coaching.

As a coach, facilitator and speaker he encourages people to raise awareness of themselves and their environment as an important element of working on their personal development. He focuses on three key elements; what objectives are people trying to achieve; how are they planning to achieve them; and how will they execute those plans.

As an athlete, he was often able to bring the best from those around him and to keep people moving towards their goals through challenging times by maintaining commitment to the outcome. That is something that he continues to bring to his work.

### Martin Shovel

Martin is a writer of books and speeches, a satirical cartoonist, a workshop leader, a trainer of professional speechwriters and a communications coach. His writing and cartoons have appeared in many places, including the Guardian's Mind Your Language blog, the Daily Telegraph and the Macmillan Dictionary blog. He has a degree in philosophy, a life-long love of Arsenal and a passion for baking bread, especially sourdough. Martin regularly shares his cartoons on Twitter and is chuffed that Bianca Jagger occasionally retweets them.

In 2002, he and Martha Leyton set up CreativityWorks with the intention of offering a more imaginative and practical approach to communication training to a broad range of clients. Over the intervening years, they have made good their ambition and have worked with senior lawyers, leaders in health and medicine, trade unions leaders, academics, and third sector leaders, amongst others.

Martin believes the key to becoming an engaging and persuasive communicator is to use language rich in imagery and metaphor – words that help others see and feel what you mean.

### Jonathan Smith

Jonathan is the General Counsel and Company Secretary at the Atomic Weapons Establishment and a member of its Executive Committee. In addition to his executive accountability, Jonathan is the executive sponsor for its health and wellbeing programme, and mentors a number of senior managers from outside the legal team.

Jonathan's early career included working for law firms in Manchester and Oxford, and his first in-house role with US-headquartered vehicle and property management provider PHH. He joined ICL / Fujitsu in 1997, undertaking a number of roles in managing ICL's global intellectual property team and ultimately as general counsel of the UK & Ireland business.

After acting as general counsel to Berwin Leighton Paisner's Managed Legal Services business, he joined LBC Wise Counsel in 2013, prior to acting as interim Chief Legal Officer at global IT company Metaswitch, finally taking on his current role in 2017.

An active commentator on in-house legal matters, Jonathan's articles can be seen on the articles page. A Fellow of the Society for Computers and Law, Jonathan was named in The Lawyer's Hot 100 in 2008. He is married with two children and lives near to Oxford.

### John Sutherland

John's career spans 45 years in Financial Services. It has included leading major divisions in Payment Services, Retail Branches, Back Office Operations and Technology.

Latterly he has worked for the Bank of England as Senior Adviser in the Special Resolution Unit, Senior Adviser at the FSA, Senior Adviser at the PRA and is now a Senior Adviser at the FCA. In 2012 he was seconded to the team supporting the Parliamentary Commission on Banking Standards. He is also Chair of the Audit Committee of the European Investment Bank and an Independent Member of the Financial Markets Infrastructure Board at the Bank of England.

He is currently mentoring several senior executives and regularly speaks in the UK and abroad on leadership and culture. He is a Leadership Fellow of the University of Exeter Business School where he studied and achieved both an MBA and an MA in Leadership Studies. He teaches leadership, culture and conduct on the Exeter School MBA and the Medical School MA.

### Paul Gilbert

Paul leads many of LBC's significant projects and lectures widely at events and conferences in the UK, Europe, North America and South Africa. Themes include legal services strategy, skills development and the changing face of the legal profession.

Paul qualified as a UK solicitor in 1987 and for much of his career he was an in-house lawyer. Paul was the General Counsel in two major UK financial services companies and held positions as chairman and chief executive of the national in-house lawyers Commerce & Industry Group. For six years Paul was a Council Member of the England & Wales Law Society and was elected to the Society's Main Management Board. Until 2014 he was also Vice-Chairman and a Trustee of LawWorks, the UK's national pro bono charity. In 2015 Paul was the Parliamentary Labour Party candidate in Cheltenham at the General Election

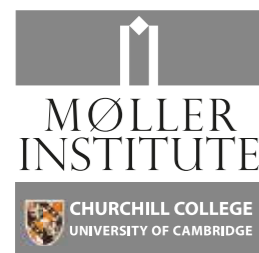
Paul is a successful author with six books and over one-hundred published articles in the UK, Europe, North America and South Africa.





# The venue

The Møller Institute is a world-class dedicated residential leadership development and conference centre at Churchill College, in the University of Cambridge, inspired by the connection between two great leaders, Sir Winston Churchill, and Maersk McKinney Møller whose vision and benefaction has created a unique 'Centre for Excellence'.



The Møller Institute  
Churchill College  
Storey's Way  
Cambridge  
United Kingdom  
CB3 0DE





# LBC

WISE COUNSEL

Cheltenham Film & Photographic Studios  
Hatherley Lane, Cheltenham GL51 6PN

**Email:** [mail@lbcwisecounsel.com](mailto:mail@lbcwisecounsel.com)

**Tel:** +44 (0) 7867 798 363

[www.lbcwisecounsel.com](http://www.lbcwisecounsel.com)