

A Strategic Leadership Pathway

Are we prepared?

What do we need to Rethink?

How do we deliver on new opportunities, with less?

Every insightful Rethink starts with asking the right questions.

We help you create your strategic leadership pathway with an insightful Board Review, enabling leadership teams to reimagine, reprioritise and realign through the next normal; achieving strategic sustainable growth.

COVID19 has ushered in new set of business realities; our past plans have never been a poorer blueprint for future business success.

We are witnessing a public score-taking of the pandemic good and bad guys. This has reached the legal sector; raising expectations on Environmental, Social and Governance issues. Boards are challenged to navigate a recovery route that keeps the business safe and turning, whilst also reviewing and reimagining changing markets, demands and reprioritising future opportunities with scarcer investment. This is an extremely tough ask!

Many leaders report their time is being absorbed by the operational and internal. Yet they are acutely aware of upcoming strategic decisions and new financial forecasts.

We are working with leadership teams to help create their strategic leadership pathway, priorities and alignment to achieve Strategic Sustainable Growth.

A strategy lens

INSIGHT QUESTIONS



RESPOND

Q: How do we ensure the Health and Safety & Wellbeing of our stakeholders?

Q: How do we maintain cash flow?

Q: How do we build resilience operationally & equip for a hybrid digital future?

REVIEW

Q: Which market trends have accelerated?

Q: Which stakeholders are more relevant than ever?

Q: What new expectations and demand opportunities does this present?

REIMAGINE

Q: What is our reimagined vision for the future?

Q: What are our new strategic priorities and future "best bets"?

Q: What is our rallying pandemic stakeholder narrative?

REALIGN

Q: How do we empower our whole firm to capitalise on opportunities?

Q: What are our Ecosystem collaboration opportunities?

Q: Where are we suffering from misalignment? (Sector / Practice / Office)?

A leadership lens

INSIGHT QUESTIONS

RESPOND

Q: Where is the best of our leadership time being spent?

Q: Does this need to shift at this point in the pandemic?

Q: Are we providing a clear message to our people and clients about the immediate priorities and listening to their feedback?

REVIEW

Q: How well have we lived our values and turned words into actions during the crisis? Has our reputation been blemished or burnished?

Q: What lessons have we learnt as an executive team and as a business?

Q: Which issues have we been least equipped to deal with and why?

REIMAGINE

Q: Which leadership capabilities do we need more of in the future?

Q: What are the mindsets, behaviors and ways of working that will be key to our next normal?

Q: What corporate reputation do we aspire to build around our competence and character?

REALIGN

Q: How do we help the business work with more agility and pace?

Q: What are the key leadership messages we want to align around?

Q: How do we reprioritise our executive agenda and dialogue?

We equip you with:

- A Pandemic Strategic Insights and Opportunity Report and Recommendations
- A Board that is empowered and aligned around the future direction of your firm

ADDITIONAL VALUABLE INPUT TO:

1. Firm Annual Report Content
2. Partners' Conference Context and Content
3. Strategic Priorities Workstream Leaders
4. Clients: Board Level and GC new Demand / Expectations
5. Talent: Competencies, Restructuring, Social Contract
6. Stakeholders: Proactive Communications Narrative

Julia Hayhoe

Julia's consulting and coaching expertise spans strategy, leadership and business transformation. Enabling businesses, teams and leaders to achieve sustainable, strategic growth. She brings 20 years of experience across legal (Law firm, In-house, New Law) and professional services.

Julia helps re-envision strategy to capitalise on new market dynamics and ensure robust implementation. She excels in guiding complex, talent-driven businesses through periods of growth, transformation, and crisis.

She works with law firms and GCs to align to the Corporate Board-level ESG agenda, currently co-leading the WEF's "Future of the Corporation Project" defining corporate governance and stakeholder relationships that advance sustainable businesses.

Clients value her progressive market insight, constructive challenge and relationship orientation.

Julia's career combines: Management Consulting (partner in a global legal sector consultancy in London, NY & DC); Law Firms (Chief Strategy Officer & Global Exec Board, Baker McKenzie and BD, Clifford Chance); Lawyer (Shoosmiths); Seconded (Alliance Boots legal department).

She has an MBA, Post-Grad studies in Sustainability and Organisational Behaviour, Law Degree and Finals.

Why us?

- Corporate Board and GC trends insight
- Strategy development and realignment expertise
- Leadership capability and behaviour consulting and coaching
- Objective and constructive challenge
- Leadership behaviour coaching
- Stakeholder communication expertise

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Kate Lye

Kate's consulting expertise spans leadership, business transformation and executive development. She brings 20 years of experience across legal, financial and professional services. Her work enables leaders to design, deliver and lead sustainable change.

Kate has a track record for helping clients transform their business performance, focusing on leadership behaviour, culture and communication. She is an experienced coach and supports executive teams to lead change effectively.

Clients such as AstraZeneca, Fidelity and Baker McKenzie value her rigour and ability to span the individual and the organizational.

She works with businesses to develop their leadership capability and has taught on executive programmes for Duke and Saïd Business schools.

Kate started her consulting career with Andersen Consulting. The next ten years was with Smythe Dorward Lambert. In 1999, she moved to Boston to open their US office. In 2007 she founded KLI Consulting.

She has an MSc in Organisational Behaviour from the University of London and BA in Business Administration from Oxford Brookes University.