



Julia Hayhoe

Julia's expertise spans strategy, client success and leadership consulting and coaching. Her focus is on enabling businesses and leadership teams to achieve strategic, sustainable growth by adapting to changing market dynamics.

With over 20 years of national, regional, and global experience, her work extends across the legal sector (Law firm, In-house, Law Company) and professional services.

Julia brings substantial experience re-envisioning strategy to capitalise on new market dynamics, with robust strategic implementation. She excels in guiding complex, matrixed talent-driven businesses during periods of growth, transformation, and crisis. She brings a wealth of expertise in empowering and aligning distributed leadership, organisational structure and behavioural change.

A particular passion is advising on how to incorporate Sustainability, and Environmental, Social & Governance (ESG) issues into strategy to drive growth and meet changing client and talent expectations. She co-leads the World Economic Forum's "The Future of the Corporation Project," defining the corporate governance, leadership and stakeholder relationships required to advance purposeful businesses.

Clients value Julia's mix of progressive market insight, constructive challenge and relationship adeptness to influence change across diverse stakeholder communities, in a supportive and pragmatic manner.

Julia works with her long-standing strategic business partners Fairfax Associates (specialist international legal sector consultants) and KLI (specialist leadership and change consultants) to scale and provide specialist capabilities as required.

Most recently Julia was the Global Chief Strategy Officer and Global Executive Committee member at Baker McKenzie. Supporting four successive Chairmen and leadership teams over 12 years. Julia led strategic growth, leadership and business transformation projects, as well as playing a pivotal role on major global client teams and client-facing engagements.

Julia's consulting background started 20 years ago, as a partner in a global legal sector management consultancy for seven years (three in the US), culminating in an acquisition by Thomson Reuters. Beforehand, Julia was an internal consultant at Clifford Chance, focused on business planning and establishing their first global key client program.

A qualified lawyer, Julia practised law at regional firm Shoosmiths, and as a secondee for the in-house legal department at what is now Walgreens Alliance Boots.

Julia is a NED for the Foundling Museum, the UK's first children's charity and an inaugural Advisory Board member of Thomson Reuters UK Transforming Women's Leadership in Law Forum.

Julia holds an MBA (Manchester Business School), Certificates in Sustainable Business Leadership (Cambridge University, Institute for Sustainable Leadership); Organisational Behaviour & Design (Columbia University, NY), Law Society Finals (College of Law), a law degree (Essex University) and is a qualified Meyler Campbell executive coach since 2007.