

A Totum Webinar

Choose To Challenge
Context Counts

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Managing Director





'Choose to Challenge' A Week in the News



ECONOMICS | FEATURE

Covid-19 Drove Women Out of the Workforce. What That Could Mean for the Economy.

Dolphins (Always) Know Best
14 Tweets



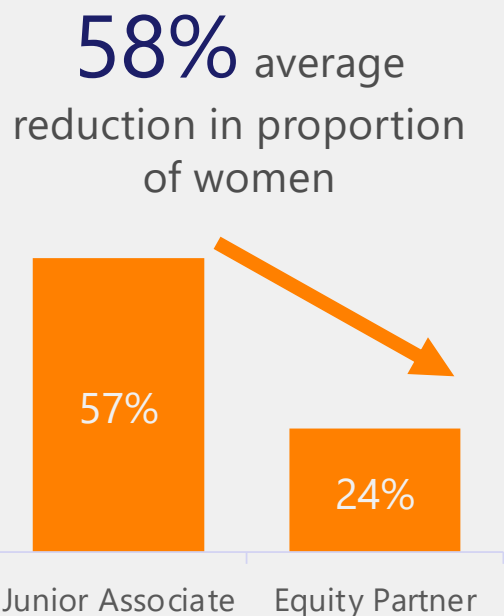
Following

Dolphins (Always) Know Best
@DolphinsKnow Follows you

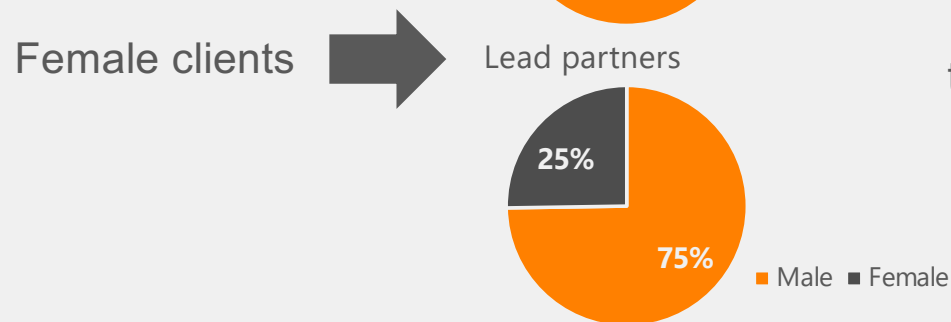
An initiative led by Nyla Hayhoe
She/her. Youth representative.
Instagram: Nylakat64
"We will not stop fighting until the sun sets on a better tomorrow."



The broader legal sector context remains a real issue



Female clients **50%** more likely than male clients to pick a female lead partner



Male Equity Partners are paid **28% more** than Female Equity Partners
Median Average

With recent progress in senior level appointments . . .

KPMG appoints first female leaders in shake-up after Michael furore

Glass ceiling finally shattered for Magic Circle as Freshfields elects female senior partner

Bevan Brittan appoints third female senior partner in a row

And increasing intervention from clients . . .

'We demand results': Coca-Cola threatens to deduct 30% from fees over diversity

Your clients will be female

Legal leadership outperforms the current crop of FTSE 100 CEOs when it comes to gender diversity.

The business professionals' perspective – Your Survey Results

92% strongly agree/agree
My firm cultivates an environment valuing DEI

90% strongly agree/agree
I feel empowered to talk & challenge barriers to DEI

71% strongly agree/agree
Our Leadership actively drives/models DEI values

29% strongly disagree/disagree
Our firm connects DEI to Sustainability & ESG

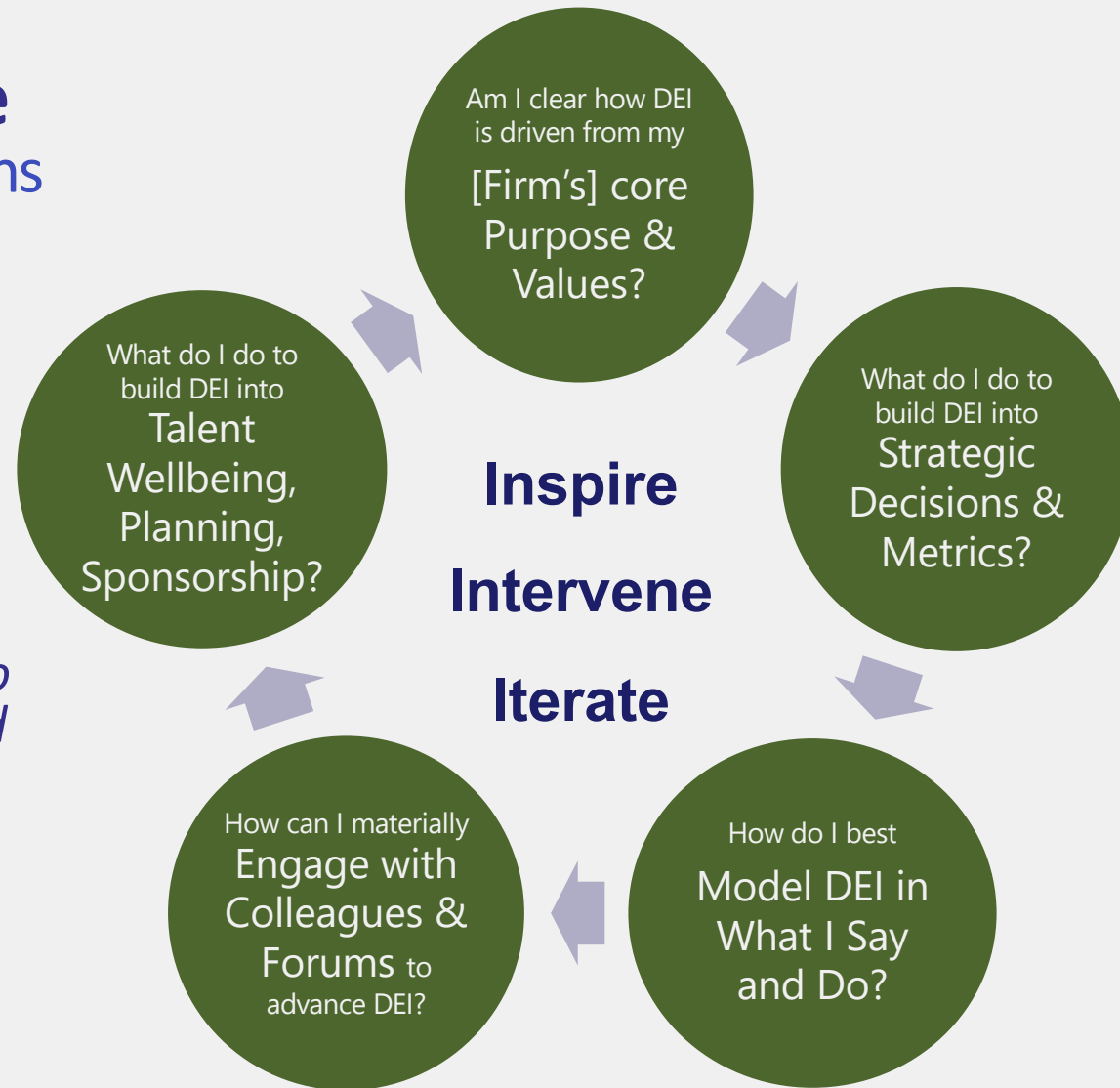
29% agree
Diversity is a barrier to progression at my firm

You seek more focus on:

- *Low BAME representation*
- *Social mobility*
- *More female and diverse leaders*

Choose to Challenge

5 Key Leadership questions to ask yourself to drive Diversity, Equity & Inclusion. . .



"If you think you are too small to have an impact try going to bed with a mosquito in the room."

Anita Roddick

Panel Discussion

Choosing to Challenge



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Julia Hayhoe

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

Julia helps re-envision strategy, leadership and client relationships 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.

A particular passion is advising on how to incorporate Sustainability and Environmental, Social, Governance (ESG) into strategy to drive growth and meet changing stakeholder expectations. She co-leads the WEF's "Future of the Corporation Project" defining the corporate governance and stakeholder relationships that advance sustainable business.

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 by clients.

Clients value her progressive market insight, constructive challenge and relationship orientation. She holds a range of NED and Pro-bono Market Advisory Board roles.

Julia's career combines: Management Consulting (partner in a global legal sector consultancy in London, NY & DC); Law Firm Leadership (Chief Strategy Officer & Global Exec Board, Director of Marketing, BD & Coms at Baker McKenzie and Business Development at Clifford Chance); Lawyer (Shoosmiths); In House Legal Seconded (Alliance Boots Legal Department).