

LSN Research into Top 100 UK Law Firm Directors



HR Directors

Finance Directors

IT Directors

HR Directors

The following research into Top 100 UK Law firm HR Directors has been conducted to support a number of editorial and statistical pieces which have been written for legalsupportnetwork.co.uk.

This research also includes both law firm Finance Directors and law firm IT Directors, the results of which are available as separate downloads at legalsupportnetwork.co.uk/top100

Why do this research now?

There has been increased interest surrounding the role of directors in the operational/management side of law firms recently, mainly because of the introduction of changes to the legal sector made by the Legal Services Act.

The role of the law firm director is especially under the spotlight against the background of the introduction of Alternative Business Structures (ABSs) in 2011, which will enable law firms to explore new ways of organising their businesses to be more cost-effective and permit different kinds of lawyers and non-lawyers to work together, as well as allowing for external investment.

The Results

The results have enabled us to look at three core areas, Mobility, Gender and Job Titles.

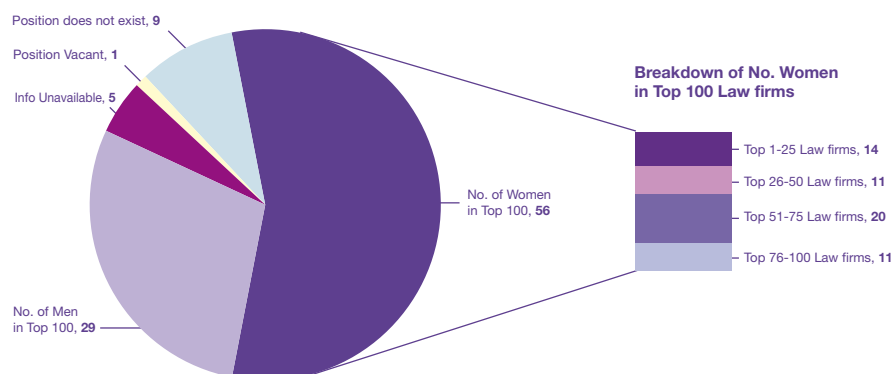
Any charts provided will illustrate the overall picture as well as a breakdown of the Top 100 law firms i.e. Top 1 – 25 law firms, Top 26 – 50 law firms, Top 51 – 75 law firms & Top 76 – 100 law firms.

- 1) Mobility** – Looks into the mobility of HR Directors and the background/type of firm of individuals prior to joining their current employer. i.e. have they arrived from another law firm, other professional services firm or non-law firm.
- 2) Gender** - Looks at the gender ratio of male and female HR Directors
- 3) Job Titles** – Looks at the variations in Job Titles used.

A detailed methodology on how the research was conducted is available online at legalsupportnetwork.co.uk/top100

Chart Illustrates Top 100 Law Firm HR Director Research

(Participation and gender split)



“Women have always had a higher level of penetration for senior roles in HR than in other business functions - the legal sector to some extent reflects the general position.”

Mike Orton, HR Director – Ince & Co

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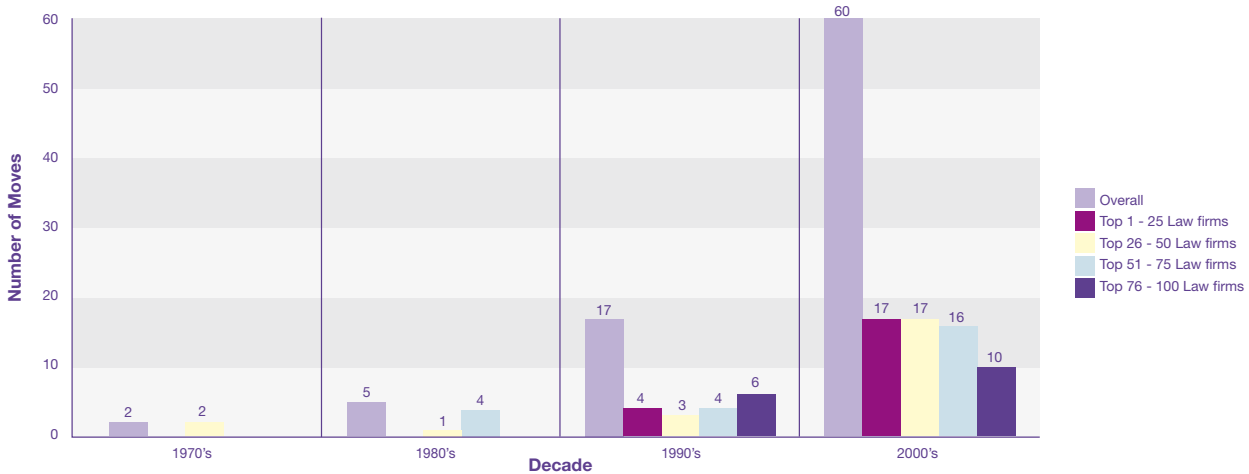


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- HR Directors
- Finance Directors
- IT Directors

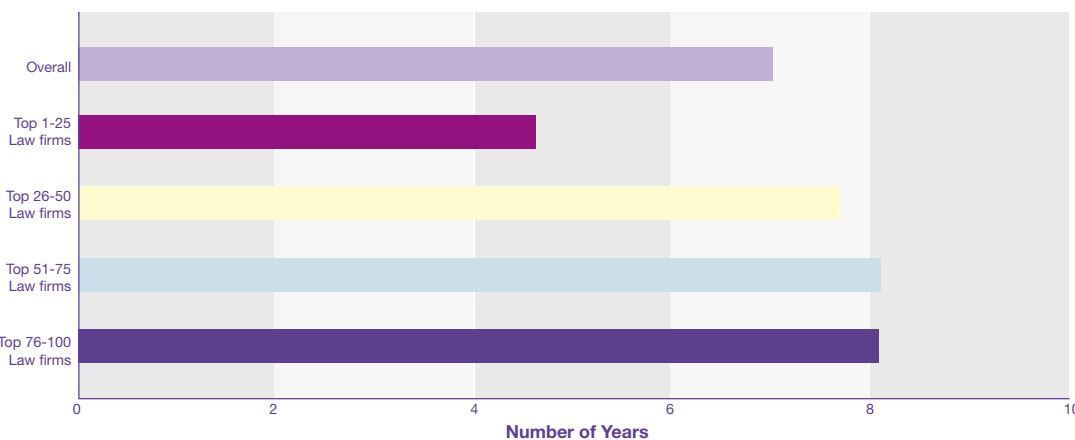
Chart Illustrates Mobility of HR Directors in Top 100 Law Firms across the decades



“People don’t tend to stay in jobs as long as they used to. There are more opportunities, firms are more innovative and forward thinking and want change and people need fresh challenges. The expectation is that any new HR director will not be there for as long as the previous incumbent was, and within three or four years or so they may be looking again. It is just the way things are – it is the same story with marketing directors.”

Gary Jones & Debbie Collett of First Counsel

Chart Illustrates Average Length of Service for HR Directors in Top 100 Law Firms



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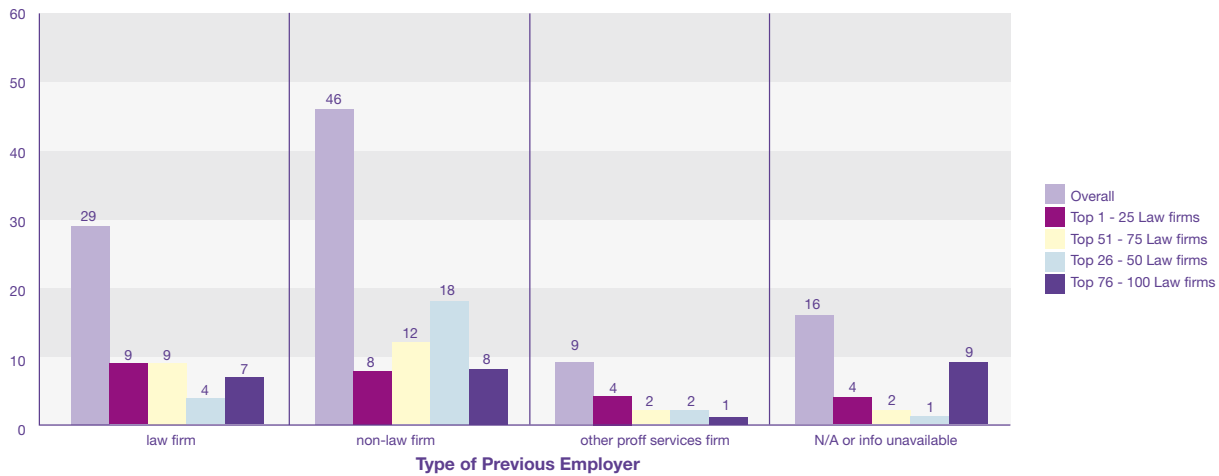


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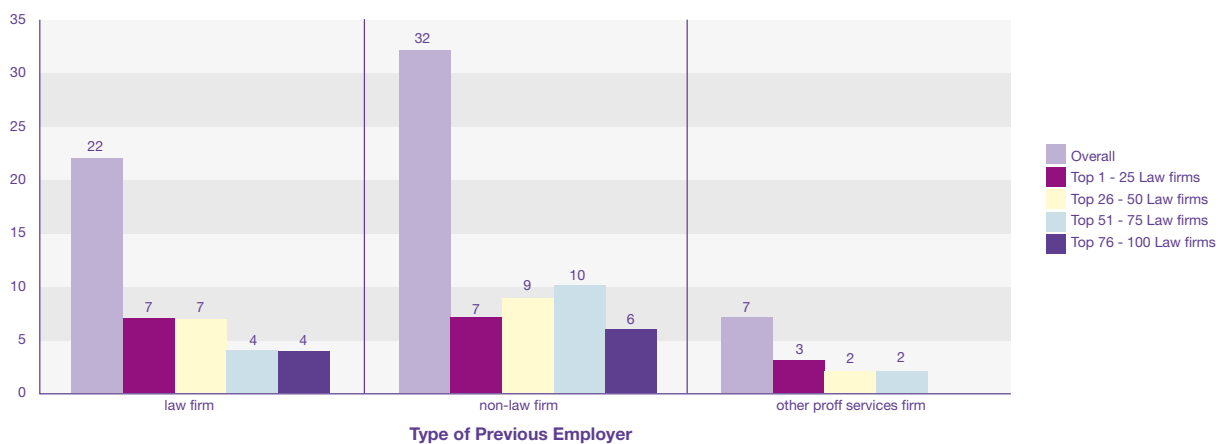
Chart Illustrates Type of Previous Employer of HR Directors in Top 100 Law Firms



“Over the past 10 years the trend towards sourcing HR professionals from outside the legal sector (primarily, but not exclusively, from other professional service firms) has been an extremely positive move.”

John Lucy, HR Director – Simmons & Simmons

Chart Illustrates Types of Previous Employer of HR Directors in Top 100 Law Firms (Represent moves during the period 2000 - Present)

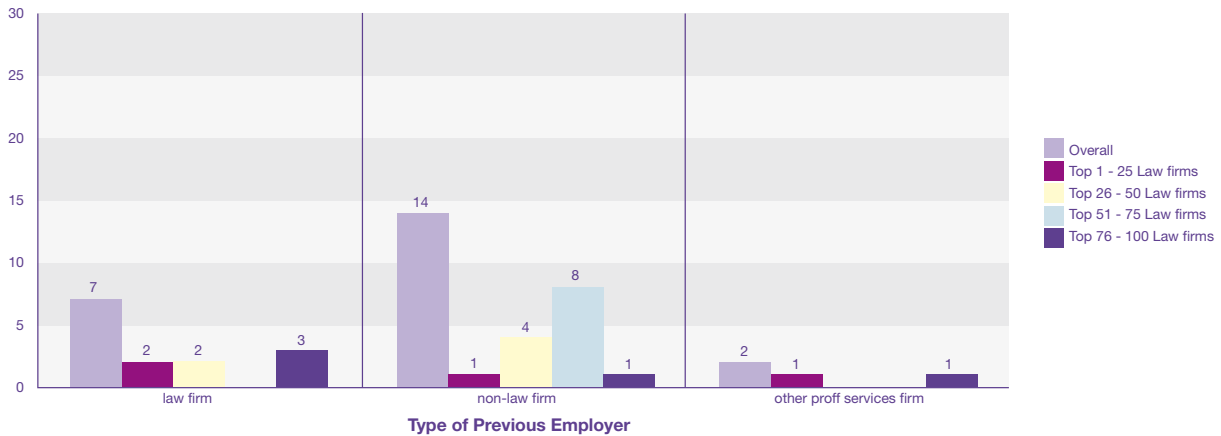


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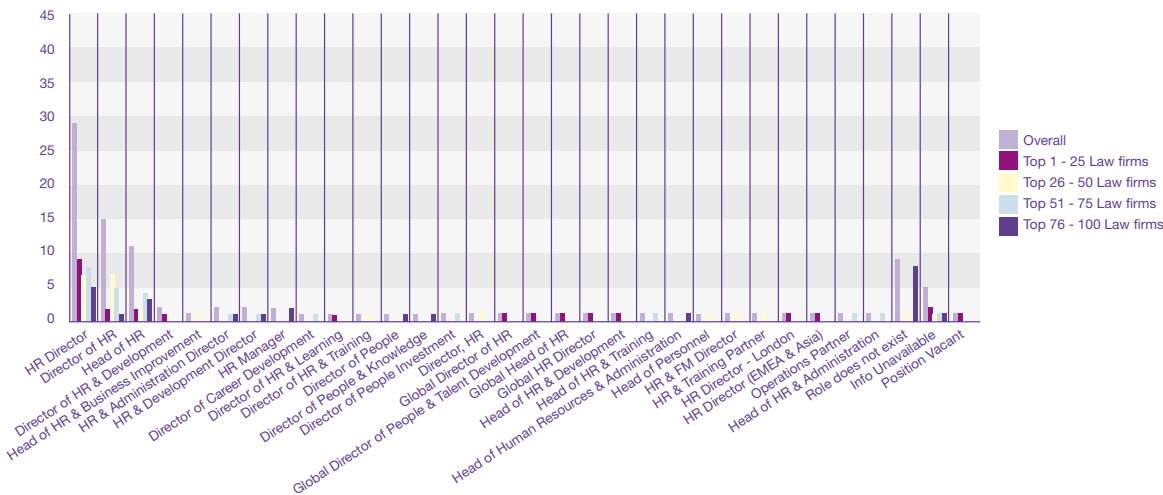
Chart Illustrates Types of Previous Employer of HR Directors in Top 100 Law Firms (Represent moves during the period 1990 - 1999)



"I do worry that as a profession HR can get too hung up on titles or certain fads, for example employee engagement or talent management. In simple terms we need to be able to build good deep relationships, apply practical, pragmatic and commercial solutions to business issues and be able to design and, more importantly, execute the required strategy. To me it is all about 'what we do' and 'how we do it', rather than what we're called or what's the latest buzz word/phrase."

John Lucy, HR Director – Simmons & Simmons

Chart Illustrates Breakdown of Job Titles for Top 100 Law Firm HR Directors/Heads



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top
100
law firm
directors

HR Directors

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Rank	Firm	Turnover £m (2008)*	Name	Gender	Title	Since	Previous Employer
1	Clifford Chance	1329.0	Helen Anthony	F	HR Director - London	2005	Allen & Overy
2	Linklaters	1293.0	Jill King	F	Director of HR	2005	Lovells
3	Freshfields Bruckhaus Deringer	1178.0	Kevin Hogarth	M	Global HR Director	2008	Capital One
4	Allen & Overy	1016.0	Genevieve Tennant	F	Global Director of HR	2003	Arthur D Little
5	Slaughter & May	479.6	Info Unavailable				
6	Lovells	479.0	Kay Willis	F	HR Director	2007	Andersen
7	DLA Piper		Carol Ashton	F	HR Director (EMEA & Asia)	2008	Ernst & Young Global
8	Herbert Smith	421.8	Christine Lynch	F	Global Head of HR	2008	Baker & McKenzie
9	Eversheds	390.0	Position Vacant				
10	Ashurst	323.0	Stuart Walker	M	Head of HR	1995	Lovells
11	Norton Rose	297.0	Andrew McEachern	M	Global Director of People & Talent Development	2009	Goldman Sachs International
12	Simmons & Simmons	289.2	John Lucy	M	HR Director	2008	Herbert Smith
13	CMS Cameron McKenna	235.5	Sarah Spilan	F	Head of HR	2005	Marks & Spencer
14	SJ Berwin	215.0	Karen Chalmers	F	HR Director	2006	Singer & Friedlander Group
15	Pinsent Masons	213.0	Jonathan Bond	M	Director of HR & Learning	2006	Allen & Overy
16	Addleshaw Goddard	195.4	Judith Hardy	F	HR Director	2002	Andersons
17	Berwin Leighton Paisner	186.0	Geoff Griffin	M	HR Director	1996	Baker Tilly
18	Taylor Wessing	185.3	Kathryn Graves	F	Head of HR & Development	2009	DTZ
19	Denton Wilde Sapte	164.4	Margaret Brooks	F	Director of HR	2004	Cadence Design Systems
20	Clyde & Co	157.0	Lyn Cleaver	F	HR Director	2001	Herbert Smith
21	Irwin Mitchell	145.0	Andy Chalmers	M	HR Director	2007	Barclays
22	Bird & Bird	143.7	Johnny Nichols	M	HR Director	2008	Allen & Overy
23	Salans	143.0	Info Unavailable				
24	Nabarro	142.4	Celia Staples	F	Director of HR & Development	1999	Norton Rose
25	Hammonds	132.0	Patricia Walsh	F	HR Director	1997	BUPA
26	Wragge & Co	125.6	Linda Bellis	F	Director of HR	2000	Tote
27	Beachcroft	114.0	Phil Cousins	M	Director of HR	2000	Royal Bank of Scotland
28	Macfarlanes	110.0	Rob Hind	M	Head of HR	2003	Kennedys
29	Shoosmiths	103.4	Louise Hadland	F	HR & FM Director	1997	Volkswagen Group UK
30	Osborne Clarke	95.3	Info Unavailable				
31	Olswang	92.9	Fion Griffith	F	Director of HR	2005	SJ Berwin
32	Withers	88.8	Simon Lockett	M	HR Director	2008	Allen & Overy
33	Field Fisher Waterhouse	88.0	Charlie Keeling	M	HR Director	2008	Bearing Point
34	Haliwell	87.0	Lillian Cunliffe	F	HR Director	1998	Gorvin Kenyon
35	Stephenson Harwood	85.3	Jeff Marlow	M	Director of HR & Training	2006	Fox Williams
36	Barlow Lyde & Gilbert	81.7	Julie Leaper	F	HR Director	2001	Investors Compensation Scheme
37	Travers Smith	81.0	Karen McGoughlin	F	Head of Personnel	1978	Lovell & Christmas Holdings
38	Holman Fenwick Willan	77.6	Ottillie Sefton	F	HR & Training Partner	1979	Joined HFW as Trainee
39	Trowers & Hamlins	77.6	Paul Robinson	M	Director of Human Resources	2008	Watson Farley & Williams
40	Dundas & Wilson	74.8	Role does not exist				
41	Hill Dickinson	73.1	Andrew Rushworth	M	HR Director	2007	KPMG
42	Charles Russell	70.7	Elaine Emmington	F	Director of HR & Development	1987	Madeiros Law Offices, Bermuda
43	Burges Salmon	68.2	David Shuttlebotham	M	Director, HR	2007	Ashurst
44	LG	67.5	Helen Loughlin	F	Director of Human Resources	1999	Mellon Bank
45	McGrigors	64.5	Hilton Wallace	M	Head of HR	2009	Reed Smith
46	Ince & Co	64.3	Mike Orton	M	Director of HR	2008	London Development Agency
47	Mills & Reeve	62.5	Sandy Boyle	M	HR Director	2001	HLB Kidsons
48	MacLay Murray & Spens	61.1	Claire Burgess	F	Director of HR	2003	National Australia Group
49	Dickinson Dees	60.0	Theresa Wilde	F	HR Director	2007	Jessops
50	Cobbetts	59.4	Mark Thompson	M	Head of HR & Business Improvement	2008	Rosebys Limited
51	Watson Farley & Williams	59.0	Kate Sanderson	F	Director of HR	2008	Nabarro
52	Reynolds Porter Chamberlain	57.9	Sally Andrews	F	HR Director	1989	Grange Engineering
53	DWF	55.2	Catherine Williams	F	Director of People Investment	2006	Self employed consultant
54	Clarke Willmott	53.2	Joanna Parker	F	HR Director	2007	Pinsent Masons
55	Berrymans Lace Mawer	51.9	Adela Taylor	F	Head of HR & Training	2000	Crawford & Co
56	Kennedys	51.5	Joy Iley	F	Director of Career Development	2004	Addleshaw Goddard
57	Pannone	50.8	Rachel Dobson	F	Operations Partner	1992	Marks & Spencer
58	Blake Lapthorn	50.7	Alistair Gray	M	HR & Administration Director	2004	Irwin Mitchell
59	Weightmans	49.8	Sam Airey	F	Head of HR	2000	John Moores University Students Union
60	Bond Pearce	48.0	Ina Simon	F	HR Director	1989	First Employer
61	Walker Morris	48.0	Terry Spicer	M	Head of HR & Administration	1987	Peter Black Keighley
62	Speechly Bircham	47.2	Nicola Swann	F	Director of Humans Resources	1999	Booz Allen Hamilton
63	Mishcon de Reya	47.1	Vanessa Dewhurst	F	Director of HR	2008	Lehman Brothers
64	HBJ Gateley Wareing	45.2	Nigel Ledger	M	HR Director	2007	Wragge & Co
65	Howard Kennedy	44.0	Elaine Hay	F	Head of Human Resources	2008	Capco
66	Shepherd & Wedderburn	42.6	Carole Ritchie	F	HR Director	1997	James Watt College
67	Bevan Brittan	41.7	Mai O'Sullivan	F	Director of HR	2006	Babcock Group
68	TLT Solicitors	41.0	Graham De Guise	M	HR Director	2007	Danka UK
69	Davies Arnold Cooper	37.3	Ruth Elliot	F	HR Director	1997	Entec UK
70	Farrer & Co	37.1	Suzanne Hulls	F	Head of HR	2005	BPP Law School
71	Brodies	37.0	Kristie McLennan	F	HR & Development Director	2001	PricewaterhouseCoopers
72	Hugh James	37.0	Diane Brooks	F	HR Director	1988	First Employer
73	Thomas Eggar	35.6	Debra Baker	F	Head of HR	2007	Unum Provident
74	Bircham Dyson Bell	35.5	Jo Larbie	F	Director of HR	2007	Arthur Andersen
75	Dickson Minto	35.0	Info Unavailable				
76	Browne Jacobson	34.8	Eileen Henry	F	Director of HR	1997	Hammonds
77	Manches	34.4	Lynne Harris	F	HR Director	1998	Frere Cholmeley Bischoff
78	Freeth Cartwright	33.5	Info Unavailable				
79	Russell Jones & Walker	33.0	Mike Hannay	M	HR Director	2008	Clyde & Co
80	Morgan Cole	32.1	Denis Savage	M	HR & Administration Director	2000	Fishburns
81	Brabners Chaffe Street	31.0	Role does not exist				
82	Lewis Silkin	29.4	Penelope Newman	F	Director of People & Knowledge	2007	Farrers
83	Penningtons Solicitors	28.4	Role does not exist				
84	Ward Hadaway	28.4	Role does not exist				
85	Fladgate	27.1	Jean Major	F	Head of Human Resources & Administration	1995	Herbert Smith
86	Ashfords	24.8	Ken Bryant	M	Head of Human Resources	2000	Devon County Council
87	Geldards	24.5	Role does not exist				
88	DMH Stallard Solicitors	24.0	Jane Clifford	F	Head of HR	2004	BASF Printing Systems
89	Russell-Cooke	23.8	Role does not exist				
90	Forsters	23.6	Alison Fairchild	F	Head of HR	1998	Kingston Smith
91	Fasken Martineau	23.2	Role does not exist				
92	Thring Townsend Lee & Pemberton	22.7	Melanie Richens	F	Director of People	1991	Joined as Trainee
93	Wedlake Bell	22.3	Natalie King	F	HR Manager	1998	EDS
94	Watson Burton	22.1	Morven Smith	F	HR Director	2007	British Energy
95	Finers Stephens Innocent	22.0	Cecelia Weeney	F	HR Director	2000	Dawsons
96	Howes Percival	21.9	Role does not exist				
97	Burness	21.8	Derek Cummings	M	HR & Development Director	2007	sportscotland
98	Anderson Strathern	21.5	Role does not exist				
99	Gordons	21.2	Karen Mills	F	HR Manager	2005	Switchgear & Instrumentation
100	Turcan Connell	21.2	Tony Sharkey	M	HR Director	2002	Scottish Widows

* Based on The Lawyer UK 200 Annual Report 2008

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