



HERBERT
SMITH
FREEHILLS
ALUMNI

TAKING CREATIVE LICENCE

JOHN GREEN
is in good company
with other alumni,
allowing the artist
within to be revealed

ALSO IN THIS ISSUE

PETER HAY
Freehills' former CEO
talks about law,
business and good
red wine

**ORDER IN THE
COURTS**
What makes a
successful lawyer
jump ship and move
to the Bar?

MICHAEL WALTER
The intrepid explorer
opens his photo
album and shares
what makes him buzz

HORIZONS

THE ALUMNI MAGAZINE 2014

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COVER

Photo: Sasha Woolley/Fairfax Syndication

HORIZONS

We hope you enjoy reading this issue of *Horizons*, our alumni magazine. Please recycle it, or pass it on to another alumnus once you have finished reading it.

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WELCOME



A warm welcome to all our readers, and especially to those of you who have joined our alumni network in the past twelve months.

You are part of a growing global network that currently numbers some 4,000 registered alumni resident in 42 different countries around the world. Our purpose is to help you meet new contacts, stay in touch with former colleagues and keep in touch with Herbert Smith Freehills as a firm.

There is an ever-increasing number of alumni events around the world, reflecting the expanding international footprint of the firm. This year has seen events in Brisbane, Hong Kong, London, Melbourne, Paris, Perth, Shanghai and Sydney, with others in Asia and New Zealand in the pipeline. You can see pictures of some of this year's highlights on pages 7-9.

The global reach of our network stands out clearly in this edition of *Horizons*. We have contributions from Chicago, Hong Kong, India, New Zealand, the Philippines, Poland and Singapore, as well as Australia and the UK.

This edition is a true collaboration from the alumni teams on opposite sides of the globe.

We have a number of alumni around the world who have become barristers, judges and (in at least one case) a state solicitor, and this year we have interviewed some of them. I hope you will enjoy reading their stories in our feature "Order in the Courts" (pages 14-20), and discovering what it was that drew them to this "other" branch of our profession.

Another feature that spans the continents is "Taking Creative Licence" (pages 24-30), where we meet alumni who have pursued careers in the creative arts. One might assume that the flamboyant and passionate life of an artist would be poles apart from the detailed and methodical work of a law firm - perhaps, even, part of the attraction of an alternative career? I encourage you to read the articles and see for yourselves.

One short article that will probably be of interest to you all is the archive story on pages 36-37. Using photos and short captions, "Our Story: Founding Fathers" traces the origins of the firm we are today, beginning with the pioneers of the Victorian era. Future editions of *Horizons* will continue the story.

From the "Founding Fathers" of the 1850s right up to the newest member of Herbert Smith Freehills today, the truth is that we are all part of one family. You are part of the story, and we look forward to keeping in touch with you as your own story unfolds in the future.

From John Farr
Alumni chairman



I would like to join John in welcoming all of our alumni to this year's edition of *Horizons*. I am particularly pleased to welcome our relatively new readers from the Australian part of the network.

As mentioned by John, a key focus of the alumni team this year has been to produce a truly global publication representative of a broad range of our alumni near and far. The result is a snapshot of an amazing array of careers, achievements and passions. For those from our Australian network, you may wish to look out for some of your former colleagues featured in these pages, including Peter Hay, Ben Davey, Katrina Banks-Smith, Paul D Evans, Virginia Lloyd, John Green, Brian Kewley and Judy Siddins.

I would also like to extend a warm invitation to those living in Australia but from other parts of the Herbert Smith Freehills network, to attend our events and connect with your local network. We hope that this is something our alumni take advantage of all around the globe.

For me this magazine highlights the incredible talent and diversity of the group of people who have come through this firm. I hope that this magazine inspires you to continue to stay in touch, come to our events and keep connected.

Selina Lightfoot
Australian alumni lead

MAKING HAY WHILE THE SUN SHINES

'Smart' is the word that usually comes to mind when people speak of **Peter Hay**, who was the first CEO of Freehills' Australian business. After a career as a corporate lawyer and investment banker with experience of advising on deals in many industries, he now has a significant portfolio of non-executive directorships. He reflects on an immensely satisfying career.

When Peter was interviewing to join Moule Hamilton & Derham in Melbourne in 1974, he was asked by the senior partner, Keith Skinner, what type of law he was looking to practise. "Industrial law," he responded. "You mean commercial law?" Keith Skinner said. "Yes," Peter said, quick as a flash sensing that his first answer had not been the desired response, "Commercial law." He was duly offered the position, and would go on to practise as an M&A lawyer for the next 31 years. On such tiny things do careers turn!

Peter was slow off the mark applying for articles (a training contract). It was only when he noticed that his fellow Law School students at the University of Melbourne were applying for articles that he roused himself to apply. He chose Moule Hamilton & Derham on the recommendation of a cousin, Martin Hudson, who was already at the firm. It also so happened that Peter's great great grandfather, Frederick Moule, was one of the firm's founders when he arrived from England in 1852.

Peter soon found himself advising clients on a series of small private company acquisitions. It was a period of "accelerated learning", as he was given responsibility for handling all aspects of deals, both legal and commercial, from negotiation through to finalising the contract terms. It was a formative period for the young commercial lawyer. "I think it was the making of me. I learnt a lot about the key drivers for business and where the value lies," he recalls. "I am not sure that today's lawyers enjoy that same extent of involvement at such an early stage."

He was offered a partnership in 1976, but, astonishingly, turned it down, since he was not sure at that young age that he wanted to commit to a legal career (although he had nothing else in mind). It was therefore an important phone call from his wife to the senior partner the following year, when she mentioned that if Peter was asked again, he may this time say yes. The rest is history. "It was the right decision and I have always been pleased I made it."

He became one of a number of partners, each of whom operated in their own silos, as was the custom then. There was one lawyer per partner, no such things as teams, precious little budgeting or planning, and no IT systems to speak of. Lawyers were forbidden to "tout" for work, so there was certainly no official marketing. "The best way of marketing back at that time was to catch the Collins Street tram," Peter laughs, "You would run into everyone you needed to see."

Peter felt the firm made insufficient effort to attract new clients. "The conservative culture was such that lawyers relied on a stable of core clients, but you could lose a major client overnight," he says. So he deliberately sought out new sources of work, with some success.

"The best way of marketing back at that time was to catch the Collins Street tram"

The corporate environment started to change significantly in the 1980s, characterised by a series of mergers and acquisitions. Together with Martin Hudson, he established a dedicated mergers and acquisitions group, to raise the firm's profile in a growing market.

The firm also recognised that it needed to expand beyond Melbourne's confines and become national. The initial response from others was not encouraging. Dawson Waldron (now Ashurst), the firm's correspondent office in Sydney, was uninterested in an interstate tie-up when Peter made overtures. Fortuitously, in 1984 the firm was approached by Freehills (then Freehill, Hollingdale & Page) in Sydney. A federation of firms, which also included the Canberra office of Freehills and Muir Williams Nicholson of Perth, was then formed. However, it took a further 15 years of discussion and negotiation before the federated firms reached agreement to merge. Peter became frustrated with the process, so much so that he even

considered leaving the firm. "The federated structure had a number of problems, in that there were many conflicts of interest and few incentives to working across state boundaries as a team."

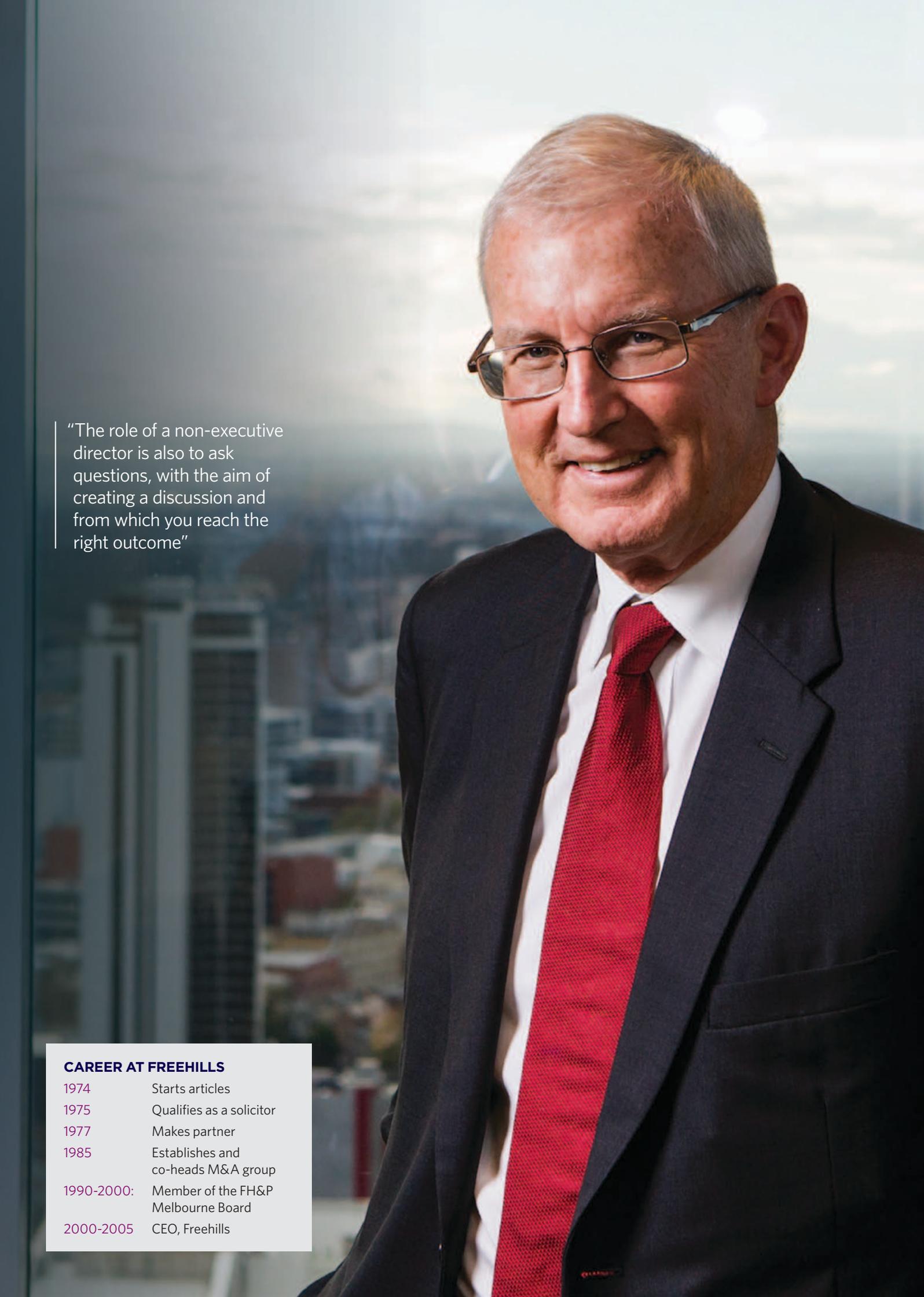
Happily, he stayed on, and took over as the first CEO of the merged firm, Freehills, in 2000. There was plenty on his plate: managing the integration of the different firms, overhauling the firm's financial management, reassessing partner remuneration and establishing and promulgating the firm's culture. He insisted that his partners participate in a leadership programme, but he had an ulterior motive. "It was called 'Project Chrysalis' and was really a cultural change programme in disguise," Peter reflects.

"Actually, people were very receptive. It helped change the mindset of partners away from 'lawyering' as an end in itself, to having a much broader perspective on management, leadership and working together."

Peter was CEO for five years and looks back on his period of office with satisfaction, although admitting there were of course some hiccups along the way. "I set myself and the firm three key goals: to achieve the number one law firm ranking, to have the best client feedback and to be the most profitable in our market. We achieved all of these. I felt proud to have left the firm in this position on my departure."

Since then, Freehills has merged with Herbert Smith - "it was inevitable that there would be an international tie-up". While Peter did not predict that the merger would be with Herbert Smith specifically, from what he had seen he believes the firms are well suited. "During the early 2000s we spent time meeting with a variety of international firms to explore opportunities, including Herbert Smith - I certainly felt they were good people and it appeared a good cultural fit."

The merger will be beneficial for the firm's people and have upsides for clients, Peter believes. "While clients still tend to choose



“The role of a non-executive director is also to ask questions, with the aim of creating a discussion and from which you reach the right outcome”

CAREER AT FREEHILLS

- | | |
|------------|------------------------------------|
| 1974 | Starts articles |
| 1975 | Qualifies as a solicitor |
| 1977 | Makes partner |
| 1985 | Establishes and co-heads M&A group |
| 1990-2000: | Member of the FH&P Melbourne Board |
| 2000-2005 | CEO, Freehills |

WHAT MAKES A GOOD COMMERCIAL LAWYER, ACCORDING TO PETER HAY

"A good commercial lawyer is someone who doesn't ask what the legal problem is. Rather you ask what the business challenge is and, using your legal skills and good business sense, work out a way to meet the challenge."

their lawyers on a jurisdiction-by-jurisdiction basis, the merger will be good for clients overall in being able to deal with the firm on a global basis. I think it will also be particularly good for staff - giving them new opportunities and the ability to work as part of a global team."

Leaving Freehills in 2005 did not see Peter sailing off into the sunset. His first move was to Carnegie Wylie & Co (now Lazard) as chair of investment banking. He took on a number of non-executive director roles. He is on the boards of GUD Holdings, Newcrest Mining (as chairman), CFX Co Ltd and the The Australian Institute of Company Directors. He has also served on the boards of NBN Co, ANZ Bank, Alumina, Pacifica Group and several not-for-profit organisations.

His legal expertise came into play in different ways across these roles, as he reflects. "The move into investment banking was fairly seamless. Coming from an M&A practice, I was very familiar with the commercial aspects of the deals in which I was involved."

"Moving into non-executive director roles was quite a different thing, however. I needed to avoid being type-cast as a lawyer and to demonstrate my business and leadership skills. Although the work of a non-executive director is certainly quite different to that of a lawyer, in that as a non-exec there is no product for which you are responsible, the business skills I obtained as a commercial lawyer have translated."

"The role of a non-executive director is also to ask questions, with the aim of creating a discussion and from which you reach the right outcome. Having worked across many industries during my legal career, I believe my experience enables me to ask the right questions."

Peter is married to Sarah, and has three children and two grandchildren. In his spare time, Peter says he plays golf ("very badly"), reads a lot and goes with Sarah and friends on organised bushwalks. Not that he roughs it completely. He always makes sure there is a comfortable pillow and a decent bottle of red wine at the end of the day. A very smart man indeed.



GAVIN BELL ON PETER HAY

Gavin worked closely with Peter around the time of the Australian national merger, and was Peter's successor when he retired as CEO. Gavin was also the merged Herbert Smith Freehills' first CEO jointly with David Willis.

Gavin says of Peter: "I initially met Peter when we both served on the Freehills national board. He impressed me with his ability to stand above the state-based 'noise' that accompanied the early days of the national merger.

"I then worked directly with him as his deputy for the first four years after we put the new national management structure in place. I learned a lot from Peter. He has a great ability to see the wood for the trees and to stay focused on what really counts. He is also incredibly selfless, which is very important in a leader of a professional partnership. I never saw him do anything that was not motivated by what was in the best interests of the partnership. He is also very smart. Perhaps I didn't learn that, but I admire it."

GETTING TOGETHER A SNAPSHOT OF ALUMNI EVENTS OVER THE PAST YEAR

GRAND REUNION: LONDON 2014

As the early-evening sun glinted through the glazed atrium of London's Royal Exchange, alumni, partners and staff gathered for this year's Grand Reunion on Tuesday 13 May. 450 guests were entertained by some lively contemporary jazz from alumnus Mark Rogers and his band and enjoyed delicious treats from food stands representing four points of the firm's compass.

The room buzzed with chatter and laughter as friends and former colleagues caught up and introduced one another to new acquaintances. Our thanks to Ade Kehinde in the London design team for taking some beautiful photos of the evening - view the album on the alumni website.

Guests spanning the generations represented Herbert Smith Freehills from the 1960s to the present day. Former trainees caught up with previous supervisors, PAs met up with the partners with whom they had worked for many years, and it was great to see business services alumni reconnecting with former colleagues too. We welcomed alumni from France, the Republic of Ireland, India, Greece, Luxembourg, Spain, Poland, Sweden and Australia, reflecting the global nature of our alumni network, which now spans 42 countries.



GETTING TOGETHER



REUNITED: AUSTRALIA

The much-anticipated annual cocktail functions in Australia were held in October and March. External venues, Red Spice Road in Melbourne, The Laneway Bar in Brisbane and the Rehearsal Room, State Theatre Centre in Perth, were chosen this year. Our Sydney function was held in March in our brand new office building; providing our alumni the opportunity to see the new space our staff now enjoy. All events were well attended, giving the chance for old friends and former colleagues to reconnect and others to make some new acquaintances.

One alumnus commented: "I do look forward to this annual event; it's always a great evening catching up with former colleagues, and the "HSF Touch" (good food, good wine, in a nice setting) always makes the night rather special. Guests acknowledge and appreciate the effort that goes into this."



REUNITED: HONG KONG

The Hong Kong office hosted its annual alumni event on Thursday 16 January. This year's party was an after work cocktail function held at Sevva - a great central rooftop bar in the heart of Hong Kong. As with previous years, the event was extremely well attended with nearly 100 people present. It was a great opportunity for everyone to reunite with their former colleagues over drinks, canapés and a great view of the city.

REUNITED: SHANGHAI

A Shanghai reunion is planned for the fourth quarter of this year. Keep an eye out for your invitation if you are in the region.

ANNIVERSARIES AND TEAM REUNIONS

Women Partners Dinner, Melbourne ▶

Our Melbourne office recently hosted a special alumni dinner for our Melbourne women partners past and present. With 17 of the group of 23 attending, it was a great night with plenty of reminiscence and laughter within a group with much in common. It was also a wonderful opportunity to find out what our former women partners have gone on to do and to celebrate their successes.



10 & 25 year anniversary dinners, London

The 25-year reunion was held in the 'Games room' at Zetter House, which is part of Bistrot Bruno Loubet. It was a lovely evening, great food, wonderful venue and an opportunity to really catch up. Some people hadn't seen each other in years, yet conversation flowed and all had a really great time.

Trying something new for the 10-year reunion, we organised a "pop-up" restaurant, hosted by the sell-out team at Chateau Marmot and held at a photographic studio in Shoreditch. The food was phenomenal, and it was a struggle to bring the night to a close, with everyone having such a great time catching up. The take-home comment of the evening was "we need to do this more often!"



The Christmas Lunch 2013: for pensioners and retired partners, London

The Christmas Lunch 2013 was attended by nearly 100 pensioners and retired partners, making it an extremely lively and festive event and the largest so far. Colleagues and friends reunited in Exchange House over a delicious meal and glass of bubbles, enjoying the chance to catch up with the year's news.



PARIS OFFICE 50TH ANNIVERSARY

The Paris office celebrated its 50th anniversary in June this year. Read the full story on page 45.



Energy alumni drinks, London

The inaugural energy alumni reception took place on a warm spring evening in April. The event, held at the private members Hospital Club in the West End, provided an excellent opportunity for alumni working in the energy sector to

reconnect with old friends and colleagues, and also to meet new contacts in the industry. There was a lot of fun, laughter and comparison of notes on 'interesting' energy jurisdictions from Myanmar to Kazakhstan, Kurdistan to Angola and other equally exotic places.



For dates and details of future events please see your regional *Compass* newsheet or visit the alumni website at www.herbertsmithfreehills.com/alumni

A VIEW FROM... BEN DAVEY IN WARSAW

Ben trained as an articled clerk in the Melbourne office of Freehills (or Freehill, Hollingdale & Page as it was known back then) in 1995, and went on to become a partner of the firm. He now works for an independent Polish law firm, WKB. We asked Ben how he came to be living and working so many miles from home.

So Ben, you're an Australian who trained with Freehills - how did you come to find yourself living in Poland?

The story starts in 2005. I was working on an investment by an Australian client in a Polish power station, which involved many late-night teleconferences with the Polish M&A partner at another international law firm who was covering the Polish angle. I liked the sound of her on the phone (and her photo on the firm's website), and must have mentioned this to the client, who had met both of us and knew that she was also single. The client kept suggesting we should get in touch. We eventually met when I made a trip to Europe for a holiday in 2007. Jola and I clicked straight away and, after a couple of years of a very long-distance relationship, I moved to Poland. We are now married and have a daughter, Zofia who is three.

How does working in Poland compare with Australia?

The legal landscape is quite different. For a start, it's a civil law country, with the law being substantially codified, as it is in many continental European countries. Also, as a member of the European Union, Poland is obliged to implement EU directives. The lawyers in Poland are very knowledgeable, almost invariably multilingual, and most have studied or trained in another country at some stage. The system of training and examination for qualification is really very rigorous, takes several years to complete and often takes even very talented lawyers more than one attempt.

In day-to-day work, there is certainly less levity than when I worked in Australia, and I find that my interactions with other

lawyers in Poland are more formal than when I deal with lawyers in other countries, particularly in the UK, the US or Australia. Perhaps this stems from the formality and politeness that is built into the Polish language.

The type of work I do is, however, quite similar. WKB is an independent Polish law firm with a team of around 60 lawyers in two offices (a head office in Warsaw and a smaller office in Poznan). We cover all aspects of business law with a mix of domestic and international work. Most of my work is on cross-border deals. I am also responsible for maintaining relationships with various firms that do not have offices in Poland, including Herbert Smith Freehills.

Do you ever have cause to work on deals with Herbert Smith Freehills?

Indeed, we do. WKB had a strong relationship with Herbert Smith Freehills even before I joined, particularly in the energy sector, where we share a few common clients. Over the last two years, we have worked on several matters, including the Polish aspects of M&A transactions being coordinated out of Herbert Smith Freehills' London, Tokyo and Moscow offices, the Polish contributions to multijurisdictional advice work for Herbert Smith Freehills' clients in areas such as employment and data protection, and collaboration on various pitches and publications.

What is your assessment of today's Poland, particularly as regards the economy?

One of the remarkable things about Poland is that, at the time of the changes in the late '80s and early '90s, the new people in



"... lawyers in Poland are more formal than when I deal with lawyers in other countries, particularly in the UK, the US or Australia. Perhaps this stems from the formality and politeness that is built into the Polish language"

BEN DAVEY



power looked forward and decided to let bygones be bygones. It created a constructive atmosphere which paved the way for future success. Certainly, since I moved here, the Polish economy has been solid by comparison to many others in the region. There is an expectation of continued growth, and it is perceived as being a relatively attractive destination for foreign investment. The stable political climate and the legal and tax system also make it a fairly predictable place for foreigners to invest and do business.

Poland suffered under-investment during the communist years, and so now benefits from EU funding for improvement and development of infrastructure, including rail and road transport, telecommunications and energy. To give an example, Warsaw only has one metro line, but with a bit of luck, the long-awaited second line, which has been under construction for most of the time I've been here, will be open before the end of the year!

Do you miss Australia?

Yes, I really miss Australia. As a sports fan, I feel it most when I can't just pop into the office next door to chat about a recent Australian football or cricket match. I also miss the good coffee, and breakfast at a local café after a long bike ride in the Dandenong ranges or Beach Road in Melbourne on a Saturday morning, and I haven't been for a surf in more than two years.

However, Jola and I do cycle a lot. Jola's grandfather was a strong cyclist and coached members of the Polish national cycling team back in the day, so she's got it in her genes. Hopefully, so has Zofia. Zofia mostly speaks Polish, but in the last few months has started using more English, which she speaks with an Australian accent. My next challenge will be to teach her the finer points of cricket, Australian football and BBQs!

A PERSONAL EXPRESSION



"That's part of the joy of my work for me: it's a personal expression, and it is both relaxing and very fulfilling to create something from nothing"



Anna Weiss combines her profession as a lawyer, her pursuit of an artistic streak and her responsibilities as a mother. She has exhibited at City Hall on Miami Beach and during Art Basel week, as well as had her work in some galleries across Florida. Quite a juggle, but a satisfying challenge, as she explains here.

“ On leaving school I toyed with the idea of pursuing a career as an artist. I became a lawyer but kept my interest in art alive with art courses at degree level and four months at art school in Florence before joining Herbert Smith Freehills.

I have always loved colour and composition, whether it be in paint, textiles or sculpture. My current style is very abstract and organic. I tend not to have a plan, just a palette of colours and a feeling. I start working and the painting evolves naturally. I aim to evoke an emotion – usually something uplifting. That’s part of the joy of my work for me: it’s a personal expression, and it is both relaxing and very fulfilling to create something from nothing. At the moment, I enjoy the speed and freedom that paint affords, but I may return to mixed media or textiles. I don’t paint with brushes very often, mainly with sponges and wedges depending on the speed and texture that I need.

My legal career began at Herbert Smith in 2003, where I trained and then joined the construction group. In summer 2006, I went on secondment to Anschutz Entertainment Group (AEG) to lead on the construction aspects of the conversion of the Millennium Dome into The O2. After The O2 opened in

June 2007, AEG offered me a position as legal counsel, which I was happy to accept.

There was never a dull day at The O2. I could recount many fun stories, but one of my favourites was getting a call one night asking me to sign off on a contract putting Bon Jovi on The O2 roof for a last-minute gig for the press the next morning! In 2010, I decided to move back to private practice and joined the construction team at Olswang.

Going to the United States was always on the cards since my husband is American. We initially settled in Miami and I was offered a job at the UK law firm Kennedys, who have an office there. After a year we relocated to Chicago, but I continue to work for Kennedys in Miami. I work remotely and part-time, an arrangement I am fortunate to have. I work predominantly in insurance and reinsurance law and am the firm’s key construction claims associate for the Miami office. All of our work is in Latin America and predominantly in Spanish, which I had studied at school but which was somewhat rusty. It has been quite a learning curve.

However, if there is one thing both Herbert Smith Freehills and AEG taught me, it is never to be afraid of a challenge and to embrace it. And so I have. Without a doubt, HSF gave me the best start to what has become a very fulfilling and diverse legal career. I learnt from the best and had such a good grounding in key contractual issues that I can use this knowledge across multiple areas of law.

I am ambitious, and keen to progress in my career, and maybe one day this will be met with a partnership or equivalent role if the firm I work with is supportive and accepting of my multi-faceted aspirations, but this prospect is not the only thing that keeps me motivated. In fact, in 2012 I turned down the role as head of

construction at Olswang in order to move to America with my husband and (at the time) newborn daughter Ava. I wanted to achieve more balance in my life as a parent whilst also working part-time as a lawyer, in addition to making time to pursue my artistic passions.

Being Ava’s mother is the most satisfying, challenging and important of these three roles, and I will not pretend that striking this balance has been easy. However, we have found living in the States more conducive to achieving an equilibrium in our family life alongside – rather than at the detriment of – our work commitments. Both Miami and Chicago are smaller and more affordable than London, easy to traverse, and there are many wonderful nurseries and play groups. Overall the cost of living is much lower and so we have a fantastic quality of life.

American employers tend to have more respect for parental involvement in kids activities; it is not uncommon for people to start work at 7am (after a shorter commute) so that they can be home with their children by 4 or 5pm. Having said that, the US is far behind the UK on maternity, with most women having to return to work after only six weeks of “sick leave”!

Another bonus is that Ava has thus far grown up bilingual (English-Spanish) and in fact attended a bilingual nursery in Miami. Like her mother, she loves painting and we visit galleries on our many travels, which she relishes.

Being a mother presents a whole host of new challenges for a professional woman, and finding the right role and environment is key. There are times when I realise I have bitten off more than I can chew, but it has been worth it! My motto is: be honest, be vocal and if it isn’t working, change your situation.”



ORDER IN THE COURTS

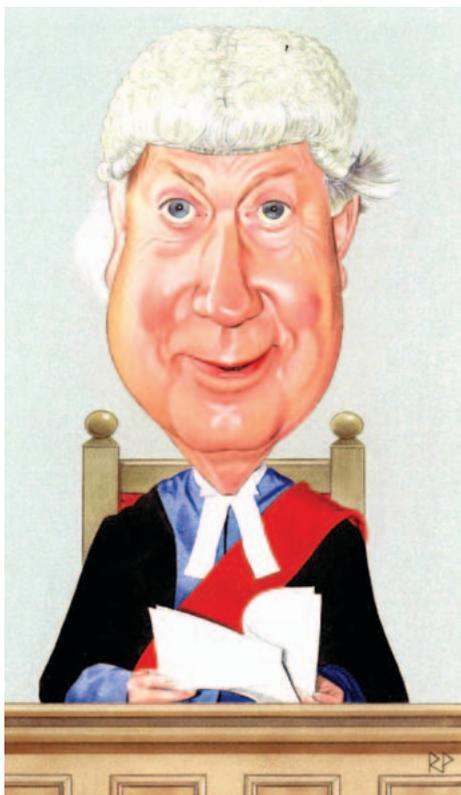
Solicitors and barristers: the split legal profession. Traditionally, aspiring lawyers would choose one or the other and that would be it for the rest of their career. The choice is no longer so absolute, with barristers joining law firms and solicitors trying their hand at the Bar.

Horizons spoke to a selection of those who have swapped their suits for gowns and wigs in the UK, India, Hong Kong and Australia.

What is the appeal, why did they do it and how have they found life and work in the courtroom?

“When I felt the time was right to step out of the firm, the Bar was the natural choice”

KATRINA BANKS-SMITH



DAVID HIGGINS AS CARICATURED BY ROB PAGE

David Higgins

David Higgins was a partner at Herbert Smith for 26 years, headed the insurance litigation practice and argued cases in tribunals and arbitrations around the world. He was renowned for his advocacy skills. If anyone should be in favour of a fused profession, you might think it would be him. However, his experience convinced him that the legal profession, and therefore all those it represents, is best served by keeping the two branches of the profession separate.

"The split profession must continue," David says. "The concept of the solicitor-advocate is flawed: the right solicitor can be a fantastic advocate, but then he stops being a solicitor. They are mutually exclusive. That is because being an advocate is not an occasional occupation, which is what it necessarily is for solicitor-advocates, properly so called."

In 1996 David got the opportunity to witness the skills of barristers from the perspective of someone on the bench. In that year, he became an assistant recorder in the Crown Court. It was the first time he had come face-to-face with a jury, which proved to be a revelation. "It was only when I went on the bench that I realised that crime was not spelt with a 'k,'" he jokes. "After looking at a sea of wigs at the end of my first day I thought, like most judges at the end of their first day, 'What have I done? What am I doing here?' However, half a tumbler of scotch later, I decided to go back the next day and I have 'gone back' ever since."

Relishing the experience, he decided that he would like to make the leap full-time. In 2003, he became a judge. He was attracted by the idea of further intellectual stimulation and the opportunity to have an influence. "As a lawyer, you offer opinions on which others act, while as a judge those opinions are judgments which have a direct impact. I found the idea of that stimulating, and that is exactly how it has transpired.

"I also felt that, after a career in which, frankly, I had done so well out of the profession, I wished to give something back, to offer what I could. I hope this does not sound too pompous, but the wish was sincere."

Today, David sits as His Honour Judge Higgins, mostly hearing criminal trials in Southwark Crown Court but also in the Queen's Bench division of the High Court. He is one of a

handful of solicitors who do this. His cases divide (roughly) between three-quarters criminal trials and one-quarter civil cases.

Expressing a preference for white collar crime cases, David has presided over a number of fraud cases, including the largest fraud in English legal history, the so-called "MTIC" fraud case, which lasted five years. (MTIC stands for Missing Trade Intra Community Fraud.) In 2007 he was appointed to act also as a deputy high court judge.

He says that while the role is very satisfying, the responsibilities of being a judge are heavy. "Being a judge is certainly tough and perhaps it should be. I have spent virtually every working day of the last 11 years, all day and every day in court. That much I am perfectly content with. What is more daunting is that almost everything you say professionally is effectively in the public eye, although again perhaps that is as it should be.

"As a lawyer, you offer opinions on which others act, while as a judge those opinions are judgments which have a direct impact"

"At the same time, you have often very little time in which to reach difficult decisions and to write judgments. That can certainly cause the sweat to trickle down the back of your neck, particularly if it is a relatively long ex-tempore judgment."

His training and experience as a lawyer over many decades has come in very handy. "As solicitors, we are used to managing and analysing huge amounts of information, which we then condense and summarise for the clients' benefit. I often draw on those skills when summarising complex matters for juries, especially in the fraud cases. And it does help when I am reaching decisions."

What he sometimes does miss from his days as a solicitor is the levity he associates with his time at Herbert Smith. "Never tell jokes as judge, and certainly never use irony, because when it appears in the written form, I assume it can be excruciating. Comedy, they say, depends on timing and it is certainly a dish that is best served hot!"



HIS HONOUR JUDGE DAVID HIGGINS

Group:	Insurance disputes, London
Year left:	2003
How long at Herbert Smith/Freehills:	32 years (joined 1971 as an assistant solicitor) Promoted to partner 1977
Now at:	The Courts and Tribunals Judiciary as a Circuit Judge, appointed on 24 February 2003



David Brynmor Thomas

It was following a heavy arbitration in Zurich in 2010 that David Brynmor Thomas realised that, if he was going to switch from solicitor to barrister, it was then or never. Keen to be an advocate and an arbitrator, a number of people (including David Barnes, the chief executive of Thirty Nine Essex Street, where David is now a tenant) advised him that he could do both if he moved then. If he delayed, he could become an arbitrator but not build an advocacy practice.

Moving to the Bar held particular attractions, as David explains. "I wanted to improve my advocacy skills in a way I felt less able to do as a law-firm partner. I wanted to do advocacy in long, heavy cases, which need preparation that is incompatible with looking after clients' daily needs or helping to run a group. Finally, I felt I would pick up a greater variety of cases at the Bar."

By then David had been a partner at Herbert Smith for 10 years and was deputy head of the Arbitration Group. His record was litigating complex technical disputes: "I gravitated to cases involving technical intricacy, where I had to immerse myself in the detail."

David joined Thirty Nine Essex Street after being called by Middle Temple in March 2011. Although exempt from exams and pupillage, it was a bold move for David to forego partnership at Herbert Smith for the uncertainties of the Bar.

In his first year, most of David's work was as an arbitrator. Since then, most of his practice has been as counsel. As he hoped, his caseload involves a range of industries, from construction and energy to manufacturing and financial services, with clients from America, Europe, the Middle East, India and Asia. His cases cover the whole range of arbitration work, from ad hoc commercial claims to investor-state arbitrations, anti-suit injunctions and challenges to awards.

Happiest when in a hearing room in some capacity, he also teaches, especially at Queen Mary College, University of London.

David is proud of building his practice at the Bar. "It was scary at first, but the last three years have been hugely satisfying, especially as work at the Bar is much more personal. Clients certainly didn't take it for granted that my skills as a law-firm partner would translate to the Bar as counsel.

"My insight into the pressures my solicitor clients face may sometimes help, but my job is different: they are looking for specialist outside counsel, not another solicitor on the team."

It took time for David to get used to not having the support that came with being a partner at Herbert Smith. "When people say, 'you can have a room in Chambers,' that is quite literally true. A room is all you get. You have to provide everything else, from your computer to your furniture. That said, I get fantastic support from the clerks and there is real camaraderie among members of Chambers. My children tease me that I am becoming unable to do anything without Owen fixing it for me." (Owen Lawrence is David's practice director, who clerks for him on a daily basis.)

With independence has come greater freedom to manage his own time. When not travelling for cases, David used to make a weekly commute from his family home in Scotland to London, getting into Exchange House from the first Edinburgh flight by 9am on a Monday. Now, however, he can stay for extended periods in Scotland, especially when focusing on preparation for trial. That also gives him the time to fit in the occasional game of golf (he plays "very badly"), walk, and read history and political biography.

Ultimately, David is delighted with his career change. "Being a barrister is not for everyone, probably not for every lawyer, but I love it."

"Clients certainly didn't take it for granted that my skills as a law-firm partner would translate to the Bar as counsel"



DAVID BRYNMOR THOMAS

Group:	Construction litigation, London
Year left:	2011
How long at Herbert Smith/Freehills:	20 years (joined as a trainee in 1991)
	Promoted to partner 2000
Now at:	Thirty Nine Essex Street Chambers

Dennis Kwok

Dennis Kwok has not just made the switch from solicitor to barrister, he has used his legal career as a jumping-off point to branch out into politics. Hong Kong-born and (mostly) UK-educated, he trained at Herbert Smith and joined the Litigation group in Hong Kong in 2002. After three years he moved to the Bar.

He wanted to do more court work and take on more advocacy work, which is as one might expect of anyone making that switch. Additionally, he was interested in developing a practice in human rights and administrative law.

However, Dennis's principal motivation was to use the Bar as a springboard to become a politician, as he explains. "I thought that working at the Bar would satisfy my professional legal preferences, but also that the freedom and independence would enable me to pursue a political career.

"The Hong Kong legal profession has always been firm in its pursuit of the democratic cause, and I saw that I could play my part in helping to advance that cause."

That is what has happened. In 2012, Dennis was elected by members of the legal profession to serve as their representative in Hong Kong's Legislative Council (LegCo), Hong Kong's parliament. LegCo is responsible for enacting laws in all areas except foreign affairs and national defence, and serves as an important check and balance on the executive.

"As the sole representative of the legal profession in LegCo, my primary role is to defend the rule of law, to protect the independence of the judiciary and the legal profession, and to speak out on human rights and legal issues," Dennis explains.

"This legal culture must be preserved and protected in Hong Kong, and be spread to the rest of China. I see that as our mission."

Dennis is also a strong advocate on behalf of environmental causes, which are pushing for much stronger executive policy and action to tackle Hong Kong's worsening land, air and water pollution. Again, the rule of law, and in particular judicial review, is an important tool in bringing the executive to account, Dennis says.

Combining his practice at the Bar with his political work means that Dennis is fully occupied, but he says he is more in control of his time than he was when with Herbert Smith.

"This legal culture must be preserved and protected in Hong Kong, and be spread to the rest of China. I see that as our mission"

"When you are not in Court or otherwise engaged in paper work, you are free to choose how to use your own time. There are no time sheets to fill!"

However, Dennis's time with Herbert Smith provided an excellent platform to develop his subsequent career. "Herbert Smith gave me the foundation and training needed for the Bar. It gave me the advantage of knowing how to work effectively with instructing solicitors, understanding their mindset and needs, and developing good long-term working relationships.

"Looking back, I would have chosen the exact same career path by training at Herbert Smith first before joining the Bar," he concludes.



DENNIS KWOK

Group:	Litigation Group 1, Hong Kong
Year left:	2005
How long at Herbert Smith/Freehills:	Five years (joined as trainee in 2000)
Now at:	Princes Chambers. Also a member of Hong Kong Legislative Council representing the Legal functional constituency (2012-2016)

Rahul Narayan

For Rahul Narayan, who is Indian law-qualified, his change of practice from corporate law to litigation was a mixture of opportunism and deliberate choice. While working for Herbert Smith in London in 2008, he was presented with an opportunity to return to his home country. The move to India seemed to him like a good time to try his hand at litigation, a change which he had been mulling over for some time.

Today, Rahul works as an advocate-on-record in the Supreme Court of India, in which capacity he files petitions and appeals, instructs senior advocates (the equivalent of QCs) and himself represents clients in the Supreme Court.

He handles a variety of cases, including – take a deep breath – contractual disputes, energy and petroleum matters, human rights cases, technology and media work, and taxation issues. He advises on public administration law, criminal law, tort law and contract law. He takes on pro bono cases, as well as fee-paying work. “The variety of work I do in the Supreme Court certainly keeps me on my toes,” he says.

Just to give some examples of his caseload, Rahul is one of the team of lawyers advising on a petition to set aside the Supreme Court decision to re-criminalize homosexuality, is petitioning for victims of the Bhopal Gas Tragedy, and is representing the Internet Service Providers Association of India to oppose a petition seeking a ban on online pornography and imposing liability on ISPs.

Rahul enjoys the personal dimension to working as a litigator. “I get to see a more human side to the law more often than I did as a corporate lawyer. Sometimes, as a Supreme Court litigator, you can fight for your moral beliefs in a way most people cannot. That is truly exhilarating.”

On the wider issue of the split profession, Rahul thinks the Indian system works well, because it offers a greater degree of flexibility. He explains: “In India, you qualify as an advocate and you have the choice to develop your practice akin to either an English solicitor or barrister. You may start out as a solicitor and eventually end up doing what a barrister does, if that is the way your practice develops and where your interests lead you.

“This flexibility ensures that most people do not get stuck as square pegs in round holes, and benefits the legal profession as a whole, I think.”

Even though Rahul has shifted focus since his stint at Herbert Smith, his experience as a corporate lawyer has stood him in good stead. “I learnt much as a corporate lawyer that has proved to be useful and valuable in my practice: an understanding of commercial principles being one, drafting without getting lost in legalese being another. There are many other things besides, which I believe make me a better lawyer today.”

“In India, you qualify as an advocate and you have the choice to develop your practice akin either to an English solicitor or barrister”



RAHUL NARAYAN

Group:	Corporate Group B, London
Year left:	2008
How long at Herbert Smith/Freehills:	18 months
Now at:	Supreme Court of India as an advocate-on-record



Katrina Banks-Smith

"I had been a solicitor for 20 years, including a partner for 13 years, and been head of a department," remembers Katrina Banks-Smith. "They were exciting years and I had a wonderful career at Freehills. However, I felt I had one more career challenge in me."

She also wanted to "refocus" on the law. As the firm grew in size, and as she became more senior, so Katrina found that more of her time was being taken up with management responsibilities and less on being a lawyer. While she enjoyed the management aspect and recognises that such responsibilities are part and parcel of being a partner at a big law firm, she missed the pure law.

Why not become a barrister, some suggested? "During my time at Freehills, I had had the privilege of briefing highly regarded barristers and had been encouraged by them to consider the Bar," she says. "When I felt the time was right to step out of the firm, the Bar was the natural choice."

As David Brynmor Thomas found, making the jump from being a partner in a well-resourced firm with plenty of support to setting up on your own takes some pluck. The first anxiety is whether any work will actually come in through the door. Here, Katrina's network came into its own. "I was very fortunate to have the support of several large commercial firms from the time I commenced at the Bar, and that made my transition much easier than it may otherwise have been."

Katrina is now a practising barrister at Francis Burt Chambers in Perth, Western Australia and was appointed senior counsel in 2013. She takes on a variety of complex civil cases, from building and construction work and mining cases to insolvency and professional negligence litigation.

As a self-employed lawyer, she had to be judicious in which cases to take on. "Your natural instinct is to take on everything that comes your way, because you feel you have to accept the work. But the practicality is, unlike in a partnership where you can generally share the work around, you have to learn to say 'no' when you simply do not have the capacity to do the job well."

Not that she is entirely working in her own bubble. She has learnt a great deal from

"I have always subscribed to the view that the law is hard, and if you don't think it is hard, you are probably missing something!"

working with senior counsel, whom she is not afraid to quiz about how and why they do things in a certain way. She has also found it very rewarding having greater access to the judiciary. As she explains: "The regular and close contact with the Courts provides a valuable insight into the manner in which the judges want matters to be dealt with, arguments that should be run and those that should be abandoned, and general case management and strategy. It is a constant learning experience, which really appeals to me."

Five years into her new career, she is in no doubt that she made the right move, for personal as well as professional reasons. As a barrister she has greater control over her time, and can manage time spent with her school-age children. She generally takes time off during school holidays. However, at certain times that work-life balance inevitably goes out of the window.

"Trials are extremely demanding and being the advocate can be very stressful. However, that is all part of being a barrister. I have found that it is all generally manageable, as long as you are not afraid to speak up and seek advice from those around you when you need it."

She has absolutely no complaints. "I have always subscribed to the view that the law is hard, and if you don't think it is hard, you are probably missing something!"



KATRINA BANKS-SMITH

Group:	Litigation, Perth
Year left:	2009
How long at Herbert Smith/Freehills:	19 years Promoted to partner 1997
Now at:	Francis Burt Chambers



Paul D Evans

Paul D Evans had been a highly regarded commercial litigation partner with Freehills for close to 25 years, when he made the move to become the State Solicitor for Western Australia three years ago. "The State Solicitor's Office is an unusual thing, like a law firm but also part of a government department. It dates back a long way, to 1838, but in those days it was one person. Now I have over 200 staff, including 130 lawyers," Paul explains.

The role of the State Solicitor is to support the attorney general with legal matters within Western Australia. "The work is incredibly varied, with about 70 per cent litigation and advice and about 30 per cent commercial. We basically do everything other than indictable crime - from exceeding the bag limit on your fishing licence through to billion-dollar litigation." The litigation aspect involves a significant amount of appearance work. While Paul sometimes gets involved in the advocacy, more often than not it is his team, which includes two practising advocates, six senior advocates and over 20 junior advocates, which takes on the appearance work.

It goes without saying that Paul has found the public sector to be significantly different to the law firm environment. "It is certainly a lot leaner. I do my own advice and research, and sometimes make my own coffee!". It is also very "untiered", as he puts it, making for a collegiate atmosphere.

Another difference is that there is only ever one client: the government. While that does provide some simplicity, it is not always easy in Paul's experience. "Different government departments sometimes have different policy mandates which can be (almost) oppositional. The underlying principles of good public administration and either saving or making money are always there but the differing mandates certainly make for an interesting and complex environment."

Despite his experienced legal background, Paul has found many opportunities to learn in the new environment. "You have to be very governmentally aware. I've often needed to ask for help, which has been very forthcoming. It has been very interesting coming to an old organisation as an absolute outsider."

"I found my naivety was actually quite powerful in the first few months. I could ask all

sorts of questions that normally you wouldn't feel able to ask."

Paul found that people were willing to share information and were generally friendly and welcoming. "They're not as internally competitive because there is no reason to be, given the relatively flat structure and the nature of the role."

His team is highly skilled. Paul has found the work environment, and the nature of the work, attracts a different type of lawyer to those working in private practice. "Here, the lawyers don't need to spend time doing marketing, and while they do need to build relationships, they don't need to be hunting down work and clients. There is more time for the law itself."

During his time at Freehills, Paul was a strong leader and supporter of the firm's pro bono programme from the very early days. Has there been the opportunity to continue with pro bono legal work within government? "Unfortunately, it is actually quite difficult because the vast majority of pro bono work involves acting against the government in some way, so we need to be fairly selective about the ways in which we can help." For Paul's part, outside of his role as the State Solicitor, he continues to teach corporations law as adjunct professor at the Murdoch University.

Paul is certainly no less busy now than he was at Freehills, and, in some respects, has gained a new lease of life. "The move to the public sector has actually reinvigorated my interest in the law, as a profession rather than as a job. While one day I may be back in commercial practice, at a point in your career it's a great thing to go and do something in the public sector because it's just different and interesting. I would certainly recommend it."

MOVED TO THE BAR?

We know there are many alumni who have moved the Bar. If this is you, please get in touch - we would love to hear your story!

COMING UP - London's **Dan Saoul** and Hong Kong's **Richard Yip** will be profiled in the January editions of *Compass*.

"It has been very interesting coming to an old organisation as an absolute outsider"

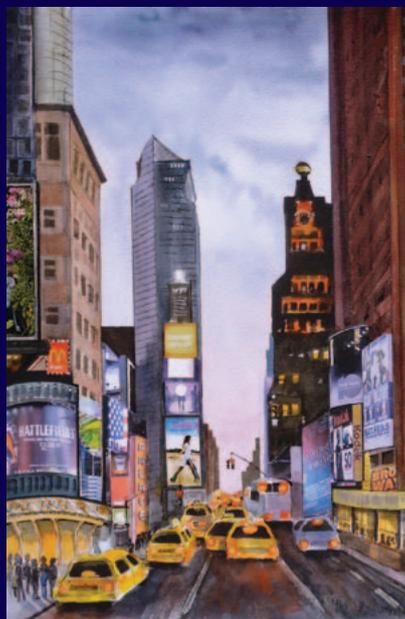
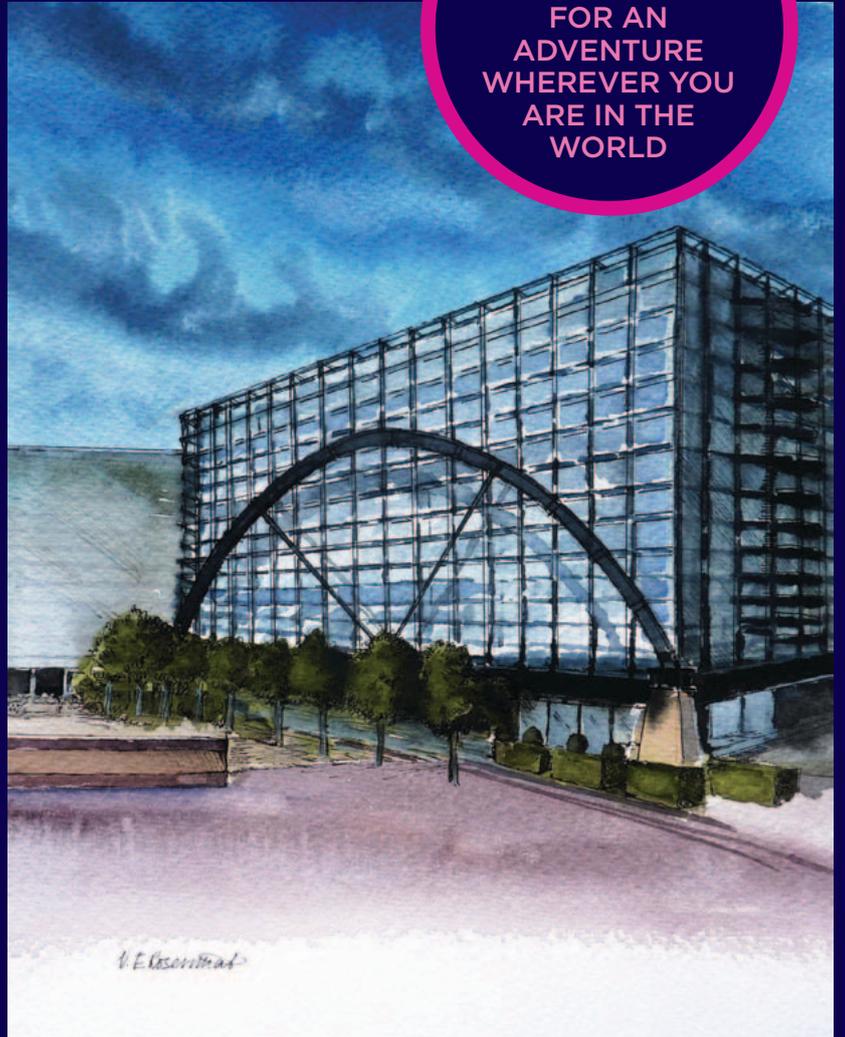


PAUL D EVANS

Group:	Litigation, Perth
Year left:	2011
How long at Herbert Smith/Freehills:	28 years Promoted to partner 1987
Now at:	State Solicitor's Office, Western Australia. Also Adjunct Professor, Murdoch University

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Vicky Rosenthal entered our competition with news of her newly restored passion for art. Having studied design and illustration at college in her teens, "life" then intervened and there was little time for painting. Now retired, Vicky has taken up her brushes again and we are delighted that she has chosen to share some of her work with us. Above is a selection of her paintings, the main image showing a unique angle of our very own Exchange House in London. We think Vicky's story is a worthy winner of our latest competition. Congratulations!

We love to hear your stories of life after Herbert Smith Freehills, big and small - careers, family, hobbies and interests, so do drop us a line or give us a call.

CALM IN A STORM

Victoria Stodart, formerly a corporate lawyer for Herbert Smith Freehills, always found property law the most mysterious of all the legal subjects she studied and practised. Somewhat ironic, then, that these days she is immersed in the world of property law, title and ownership on behalf of the Red Cross.



In November 2013, a typhoon cut a devastating swathe through large parts of the central Philippines. Typhoon Haiyan, as it was named by the international community, was the biggest typhoon to hit landfall ever recorded.

Half a million houses were destroyed and another half a million were badly damaged. Tacloban, the main city struck by the typhoon, was all but obliterated.

The destruction prompted a huge response from international relief charities. Among these was the International Federation of Red Cross (IFRC) and Red Crescent Societies, one of 70 organisations brought in to assist with the mammoth task of organising temporary shelter for the millions of people who had lost their homes and then in the rebuilding. To date, about 2.5 million people have been provided with emergency shelter and a further half a million with more durable housing.

Victoria, one-time Herbert Smith lawyer, was sent by the Red Cross to the Philippines as a housing, land and property adviser. She later became and remains the national coordinator of the "Shelter Cluster", bringing together no fewer than 70 organisations. The shelter cluster is supported by a coordination team which is sub-divided into different teams, operating in different areas, adding to the challenge of managing the operation. As the overall coordinator, Victoria deals with local and national government officials and mayors and at times plays host to visiting dignitaries.

Her initial role was as a specialist lawyer advising on housing, land and property issues which she continues to do alongside the coordination role. The legal issues are challenging and by no means clearcut. To be eligible for rehousing or to be moved to safer areas, people who have lost their homes or land generally have to show proof of ownership. Yet proving ownership is often difficult where most do not have documentary evidence of title, and even if they did have relevant documents, the chances are that these may have been destroyed in the typhoon. Resolving the problem often requires neighbour verification as to occupation and a declaration being sought to provide increased security of tenure. This often proves contentious, and highlights differences not only in legal systems but also in formal and informal markets.

This is not the first time Victoria has come across such dilemmas and last year she was prompted to think more widely. She realised that she could do with some expert help in understanding the legal frameworks for land ownership, not just in the Philippines but also in many other countries. Might there be an international law firm, the largest in Asia, with expertise in property law that might be able to assist her? Of course: Herbert Smith Freehills!

Victoria approached Veronica O'Shea in Singapore, previously her boss, and asked if HSF offices could help by completing a detailed questionnaire that she had prepared. The questions would include legal and traditional

"I told him I was not an international lawyer and knew nothing about property law, but I understood legal frameworks, was inquisitive and could learn"

frameworks for land ownership, how land title is registered (if at all) and which government agencies were responsible. Chancing her arm, she asked whether HSF might be prepared to offer its services pro bono?

Happily, it did. The project was piloted in Indonesia and is due to be rolled out across the network.

Back to the beginning

For Victoria, re-establishing contact with HSF is a great pleasure. She joined the firm as a trainee in March 2002, after studying history and politics at Durham University and law at the College of Law in Guildford, and qualified into corporate after doing her final seat in Singapore. She worked for a year and a half before leaving, without a clear idea of what she wanted to do but certain of one thing - that "City" legal practice was not for her.

She pondered her options while enjoying a year-long trip around the world, taking in New Zealand, Southeast Asia, India, China, southern and eastern Africa.

On her return in 2007, she joined Blake Laphorn, an Oxford firm that was looking for a corporate lawyer. However, it was still not quite what she wanted to do, so when she was offered voluntary redundancy in 2009, she took it. More pondering ensued. Then, a friend of her brother working for a construction company asked if she could cast her eye over

a contract for the rebuilding of schools of Sudan that his company was proposing to do.

This was the trigger that she had been searching for. Victoria enrolled on a masters degree in international development at Oxford Brooks University. It also provided an opportunity for gainful employment. She met her current boss at the IFRC, who was giving a presentation on the work of the organisation. As they talked after the presentation, he mentioned that they had need of a lawyer with knowledge of land rights. "I told him I was not an international lawyer and knew nothing about property law, but I understood legal frameworks, was inquisitive and could learn," she says. "That was enough to persuade him to take a chance on me!"

She did not quite go in cold: she chose to do her thesis on the subject of land rights and tenure. She joined IFRC and moved to Geneva in January 2012, to look into housing, land and property issues.

She has certainly found her niche with IFRC and, while daunting, she continues to enjoy her time in the Philippines. Indeed, she has subsequently relocated there. "I felt that it was a meaningful challenge. For me, there is a big difference in job satisfaction between selling a company and helping tens of thousands of people after a major disaster."

JOINING FORCES

Partner Brian Scott says his team was delighted to respond to Victoria's request for assistance, which fits in well with the firm's "on the ground" strength. "The work on Victoria's Red Cross ownership project appealed to our team in Jakarta very much. Our HSF lawyers, particularly Vik Tang and Nadia Harto, and colleagues from our affiliate firm HBT, took up the project with relish.

"We know from experience that demonstrating land rights for a major commercial development can be difficult enough, so we could only imagine the challenges facing the homeless following a natural disaster. We were only too pleased to make our small contribution to facilitating a humane approach to the problem. And, I should add, it was also nice personally to connect with Victoria again, having been her supervisor here in Singapore."



TAKING CREATIVE LICENCE

People who are attracted to the law are likely to be methodical, love detail and want everything to be in its correct place. In the common perception, they lack creativity. Artists, on the other hand, are depicted as flamboyant and full of passion, seeing the world through a different lens. Chalk and cheese, you might say.

Horizons tracked down some alumni and current staff who have taken the plunge and given full expression to their creative side. Perhaps art and law are not unlikely bedfellows after all?

LOTTIE HEDLEY: PHOTOGRAPHER

Photographer **Lottie Hedley** explains her role: "As a visual storyteller, I believe that everyone has a story to tell - something touching, compelling or enlivening about their journey through the world. My job is to capture that." Not something one might guess Lottie would have said while working as a corporate lawyer for six years, with a particular focus on IPOs and M&A deals.

Lottie has been interested in photography for as long as she can remember. In New Zealand, while working for the local law firm, Bell Gully, she took weekend courses in photography and learnt the skill of developing her own photos. She left New Zealand for Europe in 2006, joining Herbert Smith that year. During her four years with the firm, she worked both in London and Moscow.

It was an interesting time to be a corporate lawyer: for the first two years, she was working on a succession of major deals but then, following the bankruptcy of Lehmans and the financial markets collapse, the deals dried up.

At the age of 30 in 2010, looking for something different to do, she moved to the US and enrolled at a photography school at the Maine Media College. During her time in the US she found work as a teaching assistant for top photographers and multimedia producers at the Maine Media Workshops as well as doing an internship at the VII Photo Agency in New York City.

She picked up some freelance commissions both as a photographer and writer. It was a revelation for her, and she then realised that a career change was in the offing. "My time in the US gave me the confidence to make the jump into the world of professional photography," she says.

Returning to New Zealand in 2013, she struck lucky when a friend working for a record company said they were thinking of producing a book about food in New Zealand. As someone who had grown up on a farm and was interested to track the relationship between farming and food, it was a perfect project. Lottie spent three months travelling around to meet and photograph some 80 chefs, cooks and bakers.

The end result is *The Great New Zealand Cookbook*, which she describes as a "homage



to the incredible food and people involved in New Zealand's food industry. My hope with the project is that people might be inspired either to figure out where their food comes from or to put their hands in soil themselves."

Lottie has also been heavily involved launching, editing and writing for *New Zealand Geographic's* sister publication, *PRO Photographer*, a magazine dedicated to imaging professionals both in New Zealand and internationally.

"My time in the US gave me the confidence to make the jump into the world of professional photography"

Lottie's approach to photography is refreshingly simple and direct. She uses just one camera, and is not forever fiddling with lenses. "I don't think the equipment you use is material," she says. "What is important is what you bring to the situation: your perspective, your compassion, your aesthetic and persistence.

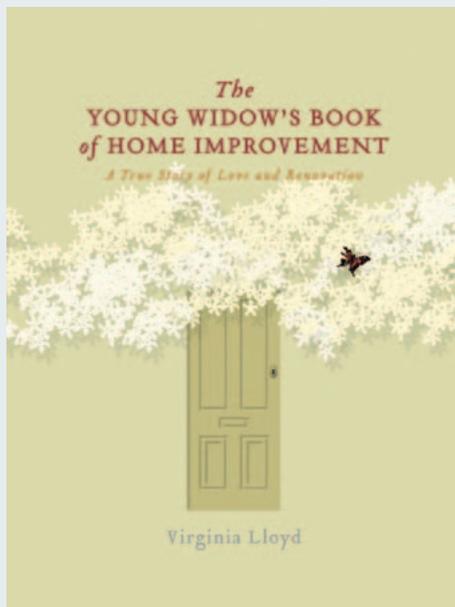
"My approach to making images is to become a fly on the wall. Without being too prominent and by not making so much of a thing about setting up equipment, the atmosphere tends to become more relaxed. The subjects of the photographs then feel comfortable and forget about the camera. That is when you get good photos."

Strangely enough, there are aspects to photography that are not a million miles from being a corporate lawyer, Lottie says. "Problem solving was what I most enjoyed about being a lawyer. To me, finding out about what people are trying to achieve and then putting together a structure or framework to help them get to that point is the crux of what I liked most about the job. Photography is like corporate law in that respect. You are constantly problem solving - whether with light, how to tell the story, the format you've been given or dealing with budgets and other restrictions. The end product is, of course, somewhat different!"

www.lottiehedleyphotography.com



VIRGINIA LLOYD: WRITER



Virginia Lloyd has made a career out of writing (among other professional activities), but writing her first book was both a challenge and a necessity. The book, *The Young Widow's Book of Home Improvement*, is a heartbreaking, touching and funny biographical account of losing her husband to cancer just one year into their marriage in 2004.

Virginia puts it this way: "Writing the book helped in the process of grieving. But, more than that, I felt I needed to write about my experience because in all the literature I had come across nothing quite explained my situation and therefore helped me."

The book was published in 2008, and Virginia has recently completed a second book. She also works as a freelance writer, researcher, book editor, consultant to non-profit organisations and publishing agent. As with John Green (page 29), she represents up-and-coming Australian authors.

All of this is done from her base in New York, where she has lived since 2006. After completing a PhD in English Literature at the University of Sydney, she started her career in publishing as an in-house editor for Pan Macmillan Australia. That gave her the inside track on book publishing, but it had its limitations. "Publishing doesn't pay well and



doesn't offer great career development prospects. I didn't want to be junior and poor all my life, so I investigated using my skills in a different sector."

That sector was law. In 1999, the opportunity arose to join Freehills, which was then looking for someone to head the firm's internal and external communications. Virginia would also lead and develop the firm's corporate social responsibility programmes.

The illness and then death of her husband, John, led Virginia to her next move – not just in her work but in her life. She felt she needed a change of environment. As it happened, she had applied for, and secured, a green card to live in the United States. And so it was that, she upped sticks and moved to New York. "Ever since I was a child, New York held a particular fascination for me. I had also long

harboured a dream to live and work on the other side of the world from Australia. I just never imagined the move would be in such difficult circumstances, but I felt I needed to change my life dramatically."

As well as writing her book, Virginia obtained a range of commissions, including assisting a disabled rights activist and a three-month project at the United Nations at the Department of Public Information - "cobbling it together," as she describes her various freelance projects. She has maintained close contact with Herbert Smith Freehills and continues to work with the firm on a freelance basis on corporate responsibility and other written projects, as well as being invited to speak at HSF events.

www.virginialloyd.com

LOUISE HIGGS: ARTIST

Before joining Herbert Smith in 1998, **Louise Higgs** had been a legal secretary and also worked both for the BBC and Sky TV.

Latterly, she has contributed work as a filmmaker for Amnesty International and is currently studying for an MA in art psychotherapy at Goldsmiths, University of London, training to become an art therapist. She was with Herbert Smith for two years (2000-2002) as a technician within the firm's conference area.

Louise has always had an interest in art in all its forms, a love inherited from her artist father, but her particular interest in sculpture was triggered while studying for a foundation in art and design at Central St. Martin's in 2008, where she gained a distinction.

She developed a skill working with steel and wood, concentrating on forging everyday

items. The main theme in her artwork, she explains, is "where the hidden becomes overt."

Among her striking sculptures is a triptych of collage materials, one of which features several hundred woodscrews in the shape of a circle (see image below). Louise created this piece in response to a project thinking about how an object can be bound, whether using rope, wood, glue or woodscrews. In plan view, it can also be seen to be the actual head of a woodscrew, casting interesting shadows when lit in certain ways.

Louise recently completed a film for Amnesty International to mark its 50th anniversary. The film features a Kosovan woman, who fled from the civil war in Kosovo in the 1990s after most of her family were killed. The exhibition, to which the film contributes, is currently travelling to various locations throughout the UK.

Her current project is an ambitious scheme to use streetlights as projectors of art onto the street below. In her concept, each streetlight can project its own site-specific piece of art, controlled centrally using the light's unique number. "It is street art, but with an entirely new perspective," says Louise. "I call it *Thought Sculptures*."

It is a strikingly simple idea, and Louise is getting some support. Hailing from the west country of the UK, she is in negotiations with Poole local authority to pilot the project in Dorset along the Jurassic Coast.

She is hoping that Lambeth Council in London will pick up the idea, because Electric Avenue in Brixton was one of the first places in the 1880s to be lit by electric street lighting. She is also discussing the scheme with the Department of Transport in London. In fact, *Thought Sculptures* has the potential to be seen worldwide.

As might be expected, there are issues to resolve. There are health and safety concerns, negotiations with businesses that own and operate the streetlights, lighting design, and invitations to artists. Finally, there is the small matter of the funding. Each plate fitted onto the streetlight costs £100. In her proposal, any profits from the project will be given to charities supporting artists and art therapy. Louise is patient and persistent in dealing with each obstacle as it is put in her way and is determined that *Thought Sculptures* will eventually see the light of day (or night, as the case may be).



LUCY MORTON: ARTIST



Lucy Morton, a PSL in the London office, has always had an interest in art, and indeed aspired to be an artist. At Oxford University, she took some life drawing classes at the Ruskin School of Art, she studied painting and history of art in Florence and studied at the Slade in London. All this was alongside her “main” subjects, which were politics, philosophy and economics and then the law conversion course.

She trained with Herbert Smith, qualifying in March 2008 into the planning team of the real estate department. It was an area of practice that suited her well. “It was the right area of law for me, because it involved architecture and design, as well as politics and the legal side of real estate. It was very rewarding.”

One piece of work involved advising on the planning application for Battersea Power Station, which would later inspire some of her

artwork. “It was the unusual, sometimes eerie, space of the building which I recorded in photos, sketches and films,” Lucy says. “I started to think of how interesting it might be to seek out and paint empty spaces in the cities in the middle of the hustle and bustle around them.” That, in turn, led to another theme of her paintings: sustainability, both in the cities and in the countryside.

However, while working as a lawyer, still it kept nagging at her that she would like to devote more time to her art. Encouraged by a friend to “give it a go”, she handed in her notice at Herbert Smith in October 2010, after which she spent a few months drawing and painting in order to assemble more of a portfolio that would put her in a good position to apply for a place at art school.

The endeavour paid off. She was offered the chance to study for a one-year diploma at Central St. Martin’s in 2011. She was then able to immerse herself in art, inspired by some “fantastic” tutors and plenty of time to study favourite artists including Edward Hopper, Georgia O’Keeffe, Frank Auerbach and Rachael Whiteread.

In August 2012, Lucy was approached to return to Herbert Smith, providing maternity leave cover as a part-time professional support lawyer in real estate. Originally intended to be just for a year, an opportunity arose for her to do the role permanently, which she took up in July 2013.

She now works three days a week at Herbert Smith Freehills and devotes the other two to her art. She rents space in a studio in Tooting, south London, in a complex that houses 150 other artists. Being surrounded by other artists is very inspiring, Lucy says.

As well as painting abandoned and derelict city areas, Lucy spends time when she can painting landscapes and, on many visits to the west coast of Ireland, seascapes.

Lucy likes the balance of legal work and art – “using the right- and left-hand side of the brain,” as she puts it – and finds that each feeds off the other. She will have a flash of artistic inspiration while poring over statutes, and equally will come up with a solution to a thorny legal problem while at work on a canvas.

www.lucymorton.co.uk

www.facebook.com/LucyMortonArtist

JOHN GREEN: AUTHOR

As an investment banker in the late 1990s, **John Green** would get up at 4am every morning, not to answer emails or prepare for the working day ahead, but to pen a thousand words or so for the novel he was writing. He would carve out that time to fulfill a long-held dream to be an author. Old habits die hard: now well known, John still likes to get up at that unearthly hour to write, even though he doesn't need to.

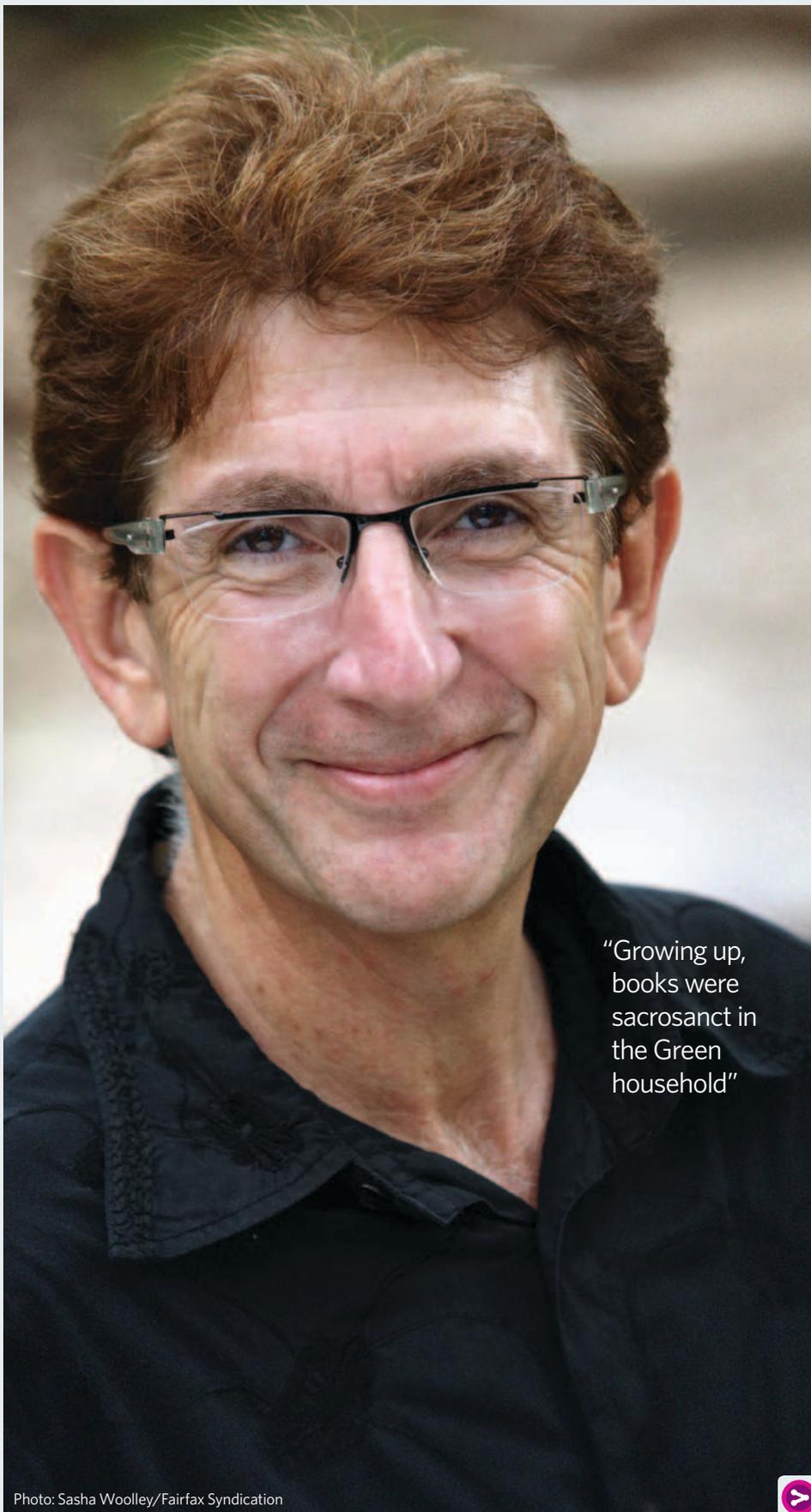
He says his success is, in part, due to the generosity of the CEO of Macquarie Bank, for whom he was then an executive director, who gave him time off to complete the book. John retreated to the west coast of Australia, basing himself in a writer's shack for six months. He finally quit investment banking in 2006 to devote more of his life to writing.

"As a lawyer and a banker, you are required to absorb a lot of information, distill it to get to the nub of the issue and then explain things in simple terms. Same as a writer"

Growing up, books were sacrosanct in the Green household. John's parents had arrived from war-torn Europe, with no money and little education. They saw education as a lifeline and the passport to a better life. John took to writing from an early age, and edited and published his school and university newspapers.

John studied law at the University of New South Wales (UNSW), qualified as a lawyer and became a partner first at Dawson Waldron (now Ashurst) and then Freehills. He then spent many years as an investment banker.

The book that came from those early morning sessions and forced seclusion was *Nowhere Man*, a financial thriller. However, the story is more complicated than that. In the first draft, he predicted the destruction of the Twin Towers, which incredibly came to pass three weeks after he handed it in to his agent, which meant he felt morally obliged to rewrite. In the second draft, a few years later, he wrote about a world financial markets collapse, which a publisher felt was too far-fetched, ironic given what actually happened



"Growing up, books were sacrosanct in the Green household"



later. Again, he was required to go back to the drawing board. Happily, the third draft encountered no similar problems.

His second book, *Born to Run*, is a political thriller, centred around a US presidential election. His most recent book, *The Trusted*, delves into cyber-terrorism in which a group of evil geniuses plot the destruction of the world economic system in order to save the planet. "If that is difficult to fathom, you will have to read the book," John says. His next book will be about a pope (fictional, rather than factual).

Each book requires extensive research, a process that John enjoys as much as the writing. He draws on the skills he learned as a lawyer and investment banker in his writing. There are many similarities, he explains: "As a lawyer and a banker, you are required to absorb a lot of information, distill it to get to the nub of the issue and then explain things in simple terms. Same as a writer."

As well as his fictional writing (under his name, John M Green, distinguishing him from the "other" John Green), John writes a monthly column for *Company Director* magazine and has contributed many articles elsewhere about business over the years, as well as being a regular on the conference circuit where he talks on business issues.

He launched a book publishing company with his daughter, Alison, in 2010, Pantera Press, with a focus of supporting new Australian writers. It also has a strong philanthropic bent, helping to fund charities that promote reading to the very young among disadvantaged communities. Pantera Press has now published 24 books by some 15 authors.

John is also very generous with his money, supporting the arts and law students, as well as budding authors. He donated A\$500,000 to fund scholarships for disadvantaged students to study law at his old university, UNSW Law School, to establish the John M Green Scholarships.

John has strong and fond memories of his time at Freehills, where he was a partner between 1986 and 1993. "Freehills was a collection of polyglots, smart people from many different backgrounds who were dynamic, entrepreneurial and fun to be around. It was a happy time for me."

www.panterapress.com.au

DO YOU HAVE CREATIVE LICENCE?

If you have a hobby or new career related to the arts, please get in touch - we would love to hear your story!



Photo: Nic Walker/Fairfax Syndication

IN CONVERSATION WITH BRIAN KEWLEY

Rodd Levy, managing partner of the Herbert Smith Freehills' Melbourne office, spoke with Brian Kewley about his exceptional career – as a lawyer, painter and winemaker.



FROM TOP

Behind Brian, 'Tangiers' (1980, oil on canvas)
'St Kilda Evening' (1978, oil on canvas)

NEXT PAGE

'Cooktown' (1987, oil on canvas)

Rodd Levy: How did you get into law?

Brian Kewley: I have to confess I studied law and came to the firm quite by accident. When I was at school, I wrote a lot of rather romantic poetry, so I decided to become a journalist. My stepfather had arranged interviews for me with all of the editors around town. Somewhat to my amazement, Melbourne's daily newspaper, *The Argus*, said it would take me on as a copy boy. Just before I was to start however, I received a telegram saying that I was no longer required. I later found out that the publishing firm closed down a while later.

My stepfather, who was a judge, then suggested that I try law. Fortuitously, I was able to enrol in Melbourne University three weeks after the course had started. Towards the end of my degree, I was approached by a professor, David Derham, who said his old family firm needed some "young people". He lined me up an interview with Ted A'Beckett, incidentally a former Test cricketer, at Moule Hamilton and Derham. I started there in 1955.

What was it like working in the firm in those days?

There were only six partners and two or three solicitors. We occupied the top floor of 394 Collins Street. There was a large typing pool in the middle. The typists all took shorthand; there were no dictaphones, let alone faxes or emails. If you wrote a letter to the other side, you would expect to get a reply two or three days later.

So it was more of a leisurely sort of practice of law in those days?

Certainly. We didn't have budgets or targets. It was only eight or nine years into my time with the firm that proper files were introduced. Mr Bryant, my principal, would keep his files in second-hand envelopes. He used to have a pile of envelopes on the desk and a filing cabinet with manila folders into which he put the envelopes.

When did you become a partner?

January 1959. Keith Skinner and I were offered twenty pounds a week as "salaried partners". When offered, I said, 'I want to think about it.' Keith and I then went back and said we wanted a share of the profits. I am sure the partners would have been furious with us 'young pups', but they came back with an offer of a half share of profits, so we went from there.

Where did your painting fit in? Did that start when you were very young?

Not really as a child. The passion for painting started when I was about 18. At about that age I went out by myself with some watercolours and did my first painting on a spot up in the Dandenong Ranges. Afterwards, I had a very vivid dream presented in the form of a slideshow, of painting after painting that I would do in the future. It was from then on that I knew painting was what I was meant to do in life. I haven't stopped.

Over your life, you have painted several thousand paintings. How did you manage to fit your painting in with your legal career?

I used to paint on weekends, and then one or two nights a week after work I would retire to my studio and paint madly. I also recall in the early days doing paintings on my desk at lunchtimes when I was first exhibiting. I used to clear my desk on the dot of 1pm, lay out my paints, watercolours and brushes and start painting away. I remember Mr A'Beckett came in one day in the middle of this and looked quite stunned. I thought the best thing to do was keep on painting!

IN CONVERSATION WITH BRIAN KEWLEY



Was this a difficult balancing act?

Combining careers was never a chore. Painting was a great release from the stress of law. It probably wouldn't be as easy in this day and age, but I could take weekends off to paint. I was also lucky enough to be able to paint what I wanted to paint, rather than paint what people asked for, because I had my legal work to support me.

You have works displayed in our offices here as well as in various office buildings around Australia. You have paintings in the National Gallery of Victoria and the National Gallery of Queensland. How did you first start exhibiting your paintings?

Originally, I exhibited with the *Victorian Artists Society* and then the *Contemporary Artists Society*, of which I was vice-president for some years.

In 1965 I was approached by a new gallery, *The Stagecoach Gallery*, to exhibit at its first exhibition. While I had no expectation about how it would go, I was very pleased that it was a great success and that first exhibition was nearly a complete sell-out. I went on from there to exhibit solo about 28 times and to sell between 700 and 800 paintings over the years.

What about your writing, given your early ambitions as a poet and journalist? Did your legal career give you the opportunity to pursue these in some way also?

While not poetry, I did write many articles on the Trade Practices Act over the years. Given I was around when the TPA legislation was introduced, I was in a great position to get in at the ground level with clients, so I did a lot of

writing to back it up as "marketing", as you might call it today. I also ended up co-authoring a book with a fellow lawyer, Martin Algie, *Market Definition - Competition Law and Practice*.

On the less serious side, there was a bit of fun along the way, and I wrote a poem in the early days called *Mighty Moules*, a bit of a firm "warcry", which some may remember!

Can you recall your clients and some career highlights?

There were clients like Coles, with whom I had a very close relationship from early on. I did a lot of trade practices work, as I have mentioned. In the late '60s there were two actions for triple damages for price fixing. That was my introduction to the field. When the first Trade Practices Act came along I was very much involved. We used to act for nearly every trade association in Melbourne.

I also established the Intellectual Property Group in Melbourne and became involved in a stint of five or six major patent extension cases which lasted about six or seven years and took me all around the world. I found it fascinating and really loved the whole thing.

Tell me about your family. You obviously had some great support to succeed in multiple careers over the time.

I was married at 24 to Gretchen, who was a first-year law student when we met. We have just celebrated our 57th wedding anniversary and Gretchen has always been a great support. We have three children - one is a barrister, one an actor and one a writer. Gretchen was a Research Fellow in the Law Faculty at Monash University for over 30 years.

How did you and Gretchen start a vineyard?

We bought an eight-acre property near Flinders in 1975 with one of my partners, David Bailey, and his wife Wendy. There was a big, fenced-off area and we wondered how best to make use of it. I suggested growing vines. We ordered 200 vines, divided between Chardonnay, Silvaner, Cabernet and Shiraz.

It was hard work, and at times a struggle. In the early days, kangaroos broke in and ate the leaves, and birds devoured the first crop, but we eventually made our first wine in 1978. It took us a few goes to get the fermentation process right. We bought the Baileys' share of the property in 1980.

Compared with your painting, is the wine more of a hobby?

Yes it is. We used to have about 500 vines and produce about 800 bottles a year, but now we've pulled half of them out. I still make four different wines a year. Over the last couple of years, in particular, they've been terrific. The vines are now nearly 40 years old and because the climate has changed and it is getting warmer, the grapes are getting better. My main studio is at our vineyard, so I have used the surrounds for many of my landscapes.

Why did you retire from the law?

After so many years in the law I really wanted the opportunity to focus more time and energy on painting and winemaking. I decided to retire from the partnership when I was 59 and moved to consulting with the firm three days per week, which I gradually reduced over time until retiring from the law completely, after more than 50 years with the firm.



I still have many great memories of my time at the firm. Sometimes I even dream I'm back at the office working on a new trade practices case. Good dreams!

See some of Brian's work on his website www.briankewleyart.com and in his book *Bays and Beaches*, published in 2007.

"I also recall in the early days doing paintings on my desk at lunchtimes when I was first exhibiting. I used to clear my desk on the dot of 1pm, lay out my paints, watercolours and brushes and start painting away"





TALKING POINT

For this feature, contributors are invited to open the debate on a topical issue.

Judy Siddins, in-house lawyer with the Australian Wildlife Conservancy, an organisation that is working to protect and preserve indigenous endangered species, argues that collaboration rather than confrontation is the best way to achieve results.



Judy Siddins

Australia is facing a wildlife extinction crisis. A high proportion of the country's animals and plants are threatened with extinction. Nearly one in four of mammal species and one in seven of bird species are listed as threatened. In the last 400 years (a blink of an eye in our evolution), one out of three global mammal extinctions have been in Australia.

Even for those species not threatened with extinction, the environment is harsh. Each day, the country's estimated 15 million feral cats kill five times that number of small creatures, while feral herbivores, including pigs, cattle and horses, cause enormous damage to native habitats.

Wildfires are another source of destruction of the country's animals and plants, especially in recent years as fires have spread further and faster.

What's the answer?

Australian Wildlife Conservancy (AWC) was formed more than a decade ago to help reverse Australia's wildlife extinction crisis. Herbert Smith Freehills was there to help from the outset, assisting founder Martin Copley with the first land acquisition of the Karakamia sanctuary in 1991. Coincidentally, it was through working with Paul D Evans, who did the legal work to acquire Karakamia, back in the early 1990s, that I first came into contact with Martin and became involved with AWC. Paul is now State Solicitor for Western Australia (see page 20).

From that first acquisition, AWC has grown to become the largest private (not-for-profit) owner of land for conservation in Australia, owning and managing 23 properties covering three million hectares. The AWC estate

protects a very high proportion of Australia's terrestrial biodiversity, including two-thirds of all mammal species, four-fifths of all bird species and around half of all reptile and frog species.

AWC's model for conservation is to deliver large-scale, practical land management informed by world-class science. A quarter of the staff are field ecologists and it employs some 20 scientists. Delivering tangible, measurable outcomes underpins AWC's work in the field. As a not-for-profit that operates in a business-like manner, AWC understands the importance of demonstrating practical achievements and showing an ecological return on investment and value for contributions.

Science, land management and collaboration

The challenge of saving Australia's threatened wildlife is too great for the government acting alone. To help fill the gaps, AWC is developing a practical and effective new model for conservation. As well as having a strong scientific base, the AWC model promotes innovative partnerships with other landholders including pastoralists and indigenous communities.

For example, AWC's award-winning fire management program in the Kimberley, EcoFire, involves AWC staff working with pastoralists and indigenous communities to deliver prescribed burning across four million hectares over 13 properties in the region. Over the last seven years, EcoFire has halved the area burnt in wildfires and doubled the area of old growth vegetation.

AWC has also developed two groundbreaking projects which involve subleasing indigenous land for conservation, setting a precedent with the potential to generate substantial



Australian Wildlife Conservancy (AWC) was established over 10 years ago because Australia has the worst mammal extinction rate in the world and a very high proportion of surviving animals and plants (over 1,700 species) are listed as threatened with extinction.

"Business as usual" for conservation in Australia will mean additional extinctions. AWC is therefore developing and implementing a new model for conservation to reverse the decline in Australia's wildlife.

See more at: www.australianwildlife.org



environmental, social and economic gains across large areas of indigenous land in Australia.

Meanwhile, amongst all the usual issues that crop up each day, I can also be asked to advise colleagues in the field on such things as how to stay within the law when they have poachers or other trespassers on a sanctuary, or to assist with the legal arrangements which need to be in place to move species from one area to another.

AWC's model for conservation is well recognised by the federal government and state governments. Recently, the New South Wales government adopted our proposal that it establish three feral-free areas in National Parks and reintroduce some regionally extinct native mammals.

However, there is always more to be done.

LEFT:
Judy and Carol Bridge digging post holes at Karakamia Sanctuary
© AWC

RIGHT:
Judy volunteering at Karakamia Sanctuary
© AWC

Tim Power, a Melbourne-based partner specialising in environmental practice says:

"Reading Judy's article reminded me of a conversation I had with a mining industry veteran in outback South Australia when I was a junior environmental lawyer. I was fresh out of university, and interested in hearing his views on the role of international environmental law in setting the Commonwealth government's domestic policy and legal agenda. When asked about the pros and cons of world heritage listing the Coongie Lakes, which was then under consideration by the government of the day, his response was priceless: "I reckon I could support it - provided it got rid of the rabbits." These days I'd add cats and foxes to the list!"

Much of what I do as an environmental lawyer responds to the granular, local-scale impact of projects and developments on the environment. This is because our legal and institutional systems in Australia prioritise these considerations, but are ill-equipped to deal with the landscape-scale effect of past and present human activities which are having the devastating impact on Australian

ecology described in Judy's article. I see the work of the AWC as making a vital contribution to plugging this gap. It is also very encouraging to see the AWC's emphasis on science-based management and decision-making in responding to these problems - I am frequently amazed in my own work to see how little is known about native species demographics and population dynamics, and how these might change if a road, wind farm, or mine is developed. This lack of information can sometimes make the 'science' which underpins government decision-making little more than educated guesswork.

However, while I acknowledge Judy's comment that governments are starting to work with the AWC, the very fact of its existence also reminds me of the parlous state of our national parks and their management. It is a credit to the AWC and its supporters that they 'put their money where their mouth is' and are able to perform their role so effectively."



SHARE YOUR VIEWS WITH US ON LINKEDIN

How can lawyers - and law firms - help preserve the natural environment? Do you agree that collaboration is the best way forward, or is there a case for confrontation too? Is big business part of the solution or does the answer lie elsewhere?

Join the debate on LinkedIn (Herbert Smith Freehills Alumni group)

OUR STORY

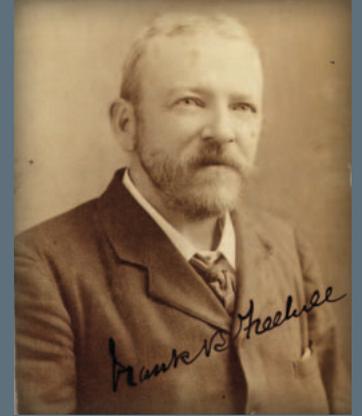
The Founding Fathers:

SYDNEY

Bright, educated and hard-working, brothers Bernard and Frank Freehill were admitted as solicitors in 1871 and 1877 respectively. Their father, Patrick, was proud of them. He himself had emigrated from Ireland some 30 years earlier and settled in the colony with his wife Margaret.

Patrick believed in hard work. Having initially started out as servants, by 1861 he and Margaret had built a handsome two-storey stone bakery in the Rocks area of Sydney, with stables and a storehouse attached. After Bernard's premature death from tuberculosis in 1880 (he was

31), Frank determined to make a success of his embryonic career in law, both for his much-loved brother's sake and for the name of Freehill. The practice flourished, and in 1886 Frank moved into office premises at Castlereagh Street, just two blocks north of our current Sydney offices.



Ⓐ Frank went on to be elected to the New South Wales Parliament and made a significant contribution in the progress towards Federation. Before the century was out, he had earned the nickname 'One-Gun Freehill'. Find out how on the alumni website.



Ⓐ West Circular Quay, Sydney, c.1875. Freehill's bakery on George Street is the dark building to the right of the central mast, in the Rocks area of Sydney Harbour.

MELBOURNE



Frederick George Moule and his wife Julia arrived from England in 1852, among the first wave of a surge of British lawyers sensing opportunity on the back of Victoria's gold rush in the 1850s. Moule had practised in London for the preceding six years, but wished to become a specialist in

banking law. His prediction that "where there was gold, banks would follow" was accurate: during the 1850s the number of Melbourne's banks increased from two to nine, and bank deposits multiplied tenfold. Moule's practice thrived as he became known for his extensive

knowledge of banking law. A number of associations and amalgamations were to follow.

Ⓥ Collins Street, Melbourne, c.1870, with entry to Bank Place near left. By 1864 the number of registered lawyers in Melbourne was 182, almost double that of Sydney which had 97.

Ⓐ In 1857 Moule (back row, second from right) was one of 12 solicitors who formed the Bread and Cheese Club, meeting at The Mitre Tavern in Bank Place.

The members would eat lunch together every day in an upstairs room, where they discussed cricket, shooting and fishing. Speeches and business discussions were strictly prohibited. Huge specially selected cheeses were laid out on the sideboard, along with bread and pewter pint pots of beer. After lunch they would adjourn to fish for bream in the Werribee River.



PHOTO CREDIT: Picture Collection, State Library of Victoria

1850 – 1900

We compiled this feature using information from the firms' two history books (*A History of Herbert Smith* by Tom Phillips and *Freehills: A History* by Suzanne Welborn). These books are a treasure-trove of facts and personal stories recounting our heritage over more than 150 years. For readers who would like to know more, we have prepared a longer article that is available on the alumni website: [Our Story: The Early Years](#)

LONDON

With links to the 1st Earl of Pembroke on the one hand, and through the Plantagenet kings back to William the Conqueror on

the other, Norman Herbert Smith had family connections that were to prove crucial to his future career. Receiving his practising

certificate in November 1882, three days after his 25th birthday, Norman set up in business in the City of London, just a few hundred

yards from the Bank of England and the Stock Exchange.

His early practice was a general one, in common with most City firms of the era and, somewhat ironically given the firm's now-iconic reputation in dispute resolution, its first three reported cases were all lost. However, Norman's maternal uncle had struck wealth as a member of a successful gold-mining syndicate. As the mining business grew, Norman was instructed on the legal work, so laying the foundation of his mining reputation which went on to become a dominant feature of his career as the global mining boom unfolded.

🕒 Threadneedle Street in the City of London, home of the Bank of England, c. 1890. Manufacturers, traders, commodity brokers, agents and merchants all formed part of the daily hustle and bustle in the City.

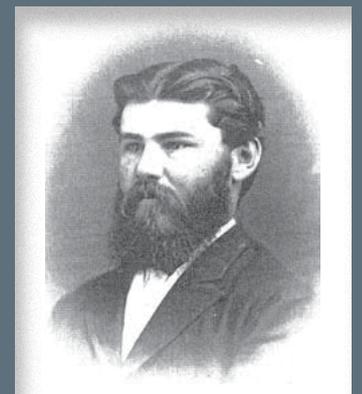


PERTH

On 1 July 1868, 22-year-old Stephen 'Henry' Parker of Perth swung into the saddle to ride from his home in Wellington Street to the courthouse for his admission as a solicitor, the seventh on the roll in this isolated settlement of fewer than 5,000 inhabitants. Henry had grown up on the estate settled by his pioneer grandfather, a man who

had cultivated a rewarding relationship with the Aboriginal people. Henry grew up respecting the Aboriginals' rights to hunt, camp and have access to watering places, an attitude uncharacteristic of the time. In 1881, he entered partnership with his younger brother George, forming Parker & Parker. The discovery of gold in the

latter half of the 1890s swelled the population of Western Australia and by then Henry Parker had achieved high distinction in law, politics, business, sport and society, his stocky figure one of the most recognised in the colony. He went on to become Chief Justice, and was subsequently knighted.



🕒 St George's Terrace, Perth, c.1900, looking east. Henry and his wife Amey, along with their 14 children, lived in a palatial home on Perth's main street, where they held parties, music recitals and social gatherings.



The story continues with "On into the War Years", to be published in *Horizons* 2015.

BEYOND THE OFFICE DOOR

MICHAEL WALTER



"I have always aspired to being a trusted adviser. That term has become somewhat overused, almost to the point of being trite, but I genuinely have been fortunate enough in my career to have been in that position for some significant corporate clients."

Michael Walter is being modest. He has worked with teams on many landmark corporate deals over more than 30 years. Pressed to choose his favourites, he selects the battle between Bank of Scotland and Royal Bank of Scotland to acquire National Westminster Bank, and the subsequent saga which culminated in Bank of Scotland's merger with Halifax to form HBOS, in 2000 and 2001, together with Bharti Airtel's acquisition of the mobile telephone businesses of Zain in 15 African countries some nine or ten years later.

Each of these had Michael helping to mastermind complex transactions involving large teams of lawyers, difficult legal issues, constantly changing commercial considerations and countless intellectual challenges. "Each was thrilling for me personally, but ultimately what was most satisfying was the way our teams worked so well together," he says. "It's the real team spirit which gives me the biggest buzz out of what I do."



Before moving in 1997 to Herbert Smith, as it then was, Michael trained, qualified and became a partner at Stephenson Harwood. The lateral move attracted much attention in the market since Michael was head of the Stephenson Harwood corporate department at the time. Not surprisingly, it was a difficult decision for Michael but he says it was made much easier by the welcome he received at HS. "I knew quite a few of the partners here, and had worked opposite them on the BSKyB float, and I was made to feel at home right away."

Michael became head of one of the London corporate groups, the old LC02, when Margaret Mountford retired, and he then succeeded Caroline Goodall as global head of corporate in 2005, a role which he filled until 2010. He moved to the Singapore office in 2012, as regional managing partner for Southeast Asia. It has been a hugely exciting – and challenging – time for Michael. "The opportunities for the firm's existing offices in Singapore and Bangkok, and our team in Jakarta, are extremely dynamic. New markets in Southeast Asia, for example in Malaysia and Myanmar, are really starting to open up."

Singapore is also important as the one city in which each of the two heritage firms, Herbert Smith and Freehills, had an office prior to the merger. Merging the operations and integrating the people and systems has also taken up much of Michael's time.

There have been many changes in Southeast Asia in the past year or so, but Michael believes that they have positioned the team ideally to capitalise on the growing opportunities. As he now prepares to hand over the managing partner baton to Alastair Henderson, who takes on the role from October, Michael says: "We have a really strong team of motivated, energetic people. We are very proud of what we have achieved so far and our future in the region is exciting."

When not working, Michael likes...

... to enjoy the outdoors

Trekking, hiking, skiing, climbing (but not too high, because he doesn't like heights), sailing and scuba diving are among Michael's favourite pursuits. He takes as much advantage as he can of outdoor opportunities in both the northern and southern hemispheres. He and his Kiwi wife, Joy, own houses in both the French Alps and New Zealand's South Island.

He has also been a keen runner and orienteer, a pastime he started while at university in Cambridge because he "loved map reading – I have always been fascinated by maps – and racing". He certainly needed his orienteering skills during a month-long trip to Namibia in 2010 during his sabbatical. Mostly on his own during that trip, exploring the country and indulging in his love of photography, Michael travelled the length and breadth of the country in an expedition Land Rover to some remote locations. "Namibia is a big country. Local people warned me that, in places, should I break down or get lost off the beaten track, it would be almost impossible for me to be found. That certainly concentrated the mind!" he jokes. He and Joy have recently been fitting out a new Land Rover for future (probably post-retirement) expeditions.

... to soak up Asia

Michael first went to Hong Kong as a trainee with Stephenson Harwood, continued there through his first four years of post-qualification as an associate and returned as a partner. He relished the excitement of the city, the vibrancy and the range of interesting work, not to mention the fact that Hong Kong was where he met Joy, a physiotherapist who has her own business specialising in sports injuries, and where his first child (daughter Helen) was born.

He has also much enjoyed living and working in Singapore. "It always used to be said that Hong Kong was the exciting place to live, and Singapore the nice place to live. But that is certainly an oversimplification: there is plenty of excitement in Singapore as well as it being a wonderful city in which to live," Michael says. Also going for the city is that it is the food capital of the world. Michael was careful not to fall victim to the 'Singapore stone' – the weight new arrivals are said to put on within six months of arriving.

... and to travel

Michael travels a lot for work, mostly around Southeast Asia. For family reasons, Michael's leisure travels are usually in New Zealand or the UK. He has something of the intrepid explorer about him. He and Joy took their daughter, Helen, backpacking around Latin America when she was just four months old. They also have a son, Matthew, who shares their love of the outdoors and is now a professional ski instructor.

Each year one of our best-known partners opens his or her photo album to give us a glimpse into their life "beyond the office door"



"It's the real team spirit which gives me the biggest buzz out of what I do"

MICHAEL WALTER





...to take photographs

Travel gives Michael a chance to indulge in his principal hobby of photography. He particularly likes taking photos of wildlife. One memorable trip was trekking in Rwanda to spot and photograph endangered mountain gorillas. "I am self-taught and don't pretend to be a great photographer, but I love it," he says. He has also been able to give free rein to his love of photography on holidays with Joy in places as far afield as the Bhutan Himalaya, the Galapagos Islands and the Antarctic.

...to listen to music

Music is also an important part of life for Michael, a lapsed French horn player, 1970s rock fan and hi-fi enthusiast. "Many of my most enduring memories have specific musical associations," he says, and weekends often find Michael at home sitting back and enjoying his ever-expanding collection of recorded music.

...and to read

"I was always a bookworm growing up and read voraciously everything from history and biography to science fiction. In fact, it was reading (*Brothers in Law* by Henry Cecil) that inspired me to become a lawyer in the first place," Michael says.



IN MEMORIAM

Derek Spottiswoode (1925-2014)

Former partner Geoffrey Lewis pays tribute to Derek, who passed away in February, aged 88.



In 1958 the firm's horizons were more or less confined within the square mile of the City of London and the atmosphere was formal and hierarchical. Derek, arriving that year, brought something new into the culture of the firm and the practice of the law: the human element. As he was later to demonstrate so dramatically in his work for the church, his passion was concern, and love, for other people. Derek had the gift of sympathetic understanding, with its attendant virtues of patience and humour. If I ever had a case calling for forbearance and understanding, I would think of Derek first. One client, a former naval officer embroiled in a bitter family dispute in which neither faction would let go, exhausted my patience. Derek took the case on and carried it through with exemplary patience and tact to a satisfactory conclusion.

Derek's loyalty to the firm ran deep. But he sensed that there were other things he wanted to do with his time on this earth, and so he enrolled at theological college and was ordained, subsequently becoming assistant curate at Hampstead Parish Church. The presence of so many in that crowded church at his funeral bore testament to what he went on to achieve while he was curate there, and to the abiding memory he has left. Readers will no doubt have their own memories of Derek. One of my own favourites dates from about ten years ago. Our daughter was getting married and Derek conducted the ceremony. It was something of an international affair, and at the reception after the marriage one of the guests, an Italian-American, said, 'I love that Reverend!'

We all loved that Reverend and we will not forget him. We have lost a dear friend but it was a rare privilege to have known him.

This is an extract of the tribute given by Geoffrey at Derek's funeral. The tribute is available on the alumni website for those who would like to read it in full.



IN MEMORIAM



Warren Asprey (1928-2014)

Former partners **John Angus, Joanne Seve and Phillip Taylor** share their memories of a wonderful colleague.

Warren Asprey passed away on 30 June 2014. A partner of Freehills from 1962 until retirement in 1993, Warren was responsible for establishing, and leading the finance practice in Sydney.

Warren was a genuine supporter and promoter, without prejudices. He had a significant influence on the careers of many; sponsoring and mentoring a stream of new partners at Freehills including Doug Franc, Julian Block, George Forster, Paul Cooper, Jonathon Trollip, Raymond Kwok and the three of us.

He supported and inspired numerous client initiatives and attracted a constant flow of work. He was always encouraging and ever the deal-maker. His word could be direct, yet carefully persuasive. He had a 20/20 eye for detail in protocol and was unerringly respectful, with an innately high regard for the dignity of everyone. Not only his clients but solicitors and clients on all sides of transactions were fans of Warren.

He had the confidence of a natural leader and he instilled confidence in others. All of us who ever worked with Warren are testament to that. He always had an open ear for requests for guidance. His wisdom and good counsel were always enlightening and a steadfast foundation from which one could move forward with a smile.

Warren gave generously of his time to charities. For many years, Warren was the chairman of the Cerebral Palsy Alliance (as it became known) in NSW. He was also an exceptional speechmaker and had a special gift for the impromptu. He could take the floor without notes and captivate an audience, leaving them in stitches and calling for more, or crying for him to stop because the stitches were too much.

Warren Asprey was a fearless leader, a tremendously gifted lawyer, a valued mentor, adviser and friend, a good, kind and positive person and without exaggeration, in so many ways, truly a genius. He will be sadly missed and remembered with fondness and affection.



Stephen Gale (1957-2014)

Stephen will be remembered as a hardworking and talented individual who was proud of this firm and his colleagues, and a man who went the extra mile for friends, clients and the numerous charities and causes he championed.

After articles with Simpson Curtis in Leeds he joined Masons in Hong Kong in 1985, before moving to Hammond Suddards as partner in 1987. He transferred to its fledgling London office from Leeds in 1992, joining Herbert Smith in 1998.

Stephen's professional life saw him advising on many important and high-profile matters for the firm, including acting for Ernst & Young as administrators of Nortel's European, Middle Eastern and African entities. He also advised JJB Sports on its groundbreaking restructuring and refinancing. In addition, Stephen acted for various Lehman creditors following that organisation's bankruptcy.

Stephen's experience, creativity and insight were highly-regarded: he was a past president of R3, the UK restructuring, bankruptcy and turnaround professional body; and lectured widely on corporate recovery matters. He was also Honorary Professor in the Faculty of Law at University College London and proud to be a member of the advisory board of the University of Sheffield, from which he himself graduated in 1979.

Stephen was a great ambassador for Herbert Smith Freehills and gave time and energy to a number of important causes outside it. These included Smartrisk and Pilotlight. Pilotlight supported a

range of charities helping the vulnerable and socially excluded, and people with mental health and addiction issues. He was instrumental in introducing the firm to Pilotlight and we were proud to partner with it and associated charities from 2009 to 2013.

A lover of classical music – particularly that of Austrian composer Anton Bruckner – Stephen also enjoyed water skiing, reading, walking, wine and travel.

Many people have passed on their stories of individual kindnesses, generous gestures and warm words. He will be greatly missed by those who knew him.



Cecily Hazell (1954-2013)

We were saddened to receive news of the death of Cecily Larlham (née Hazell), who passed away in November 2013 after a battle with cancer.

After graduating from Exeter University, Cecily (known to many as Cec) joined Herbert Smith & Co in 1977 as an articled clerk. She qualified into Litigation, specialising in property litigation. Subsequently she worked for the Performing Rights Society, before joining Denton Hall. Cec later left the law and trained as a garden designer at Kew Gardens. Some of her garden designs were exhibited at the prestigious Chelsea Flower Show, one of them winning a medal.

Cec was a talented singer, who sang with both the Bach Choir and the London Symphony Chorus. More remarkably, she was a backing singer to Mike Oldfield on *Tubular Bells* and went on tour with him one summer.

Ponnie Poon
(1985-2013)

Ponnie was a secretary in the Corporate department in the Hong Kong office and was with the firm for over five years. She passed away in November 2013.



Karen Martin-Smith
(1961-2014)

Sadly, Karen passed away in May 2014 from breast cancer. Karen joined Freehills in Melbourne in 2003 as a secretary in the Corporate (Energy and Resources team) where she worked for Dan Blue and other team members for many years. Karen always showed great loyalty and commitment to this team and, even through her illness, adjusted her treatment to continue to work as much as she could. Karen was a close friend to many at the firm and we will miss her infectious smile and lovely nature.

Margaret 'Rosemary' Page
(1940-2013)

Rosemary, as she was better known within Herbert Smith, worked as a switchboard operator at both the London Wall and Watling Street offices. Sadly, she passed away peacefully on 24 May 2013 after a short illness. Those who knew her found her to be a kind, caring person and she will be sadly missed.

If you would like to contribute information or a tribute for "In memoriam" please contact a member of the alumni team



Fiona Gardiner-Hill
(1962-2014)

The void left at our firm by the untimely passing of our beloved friend and partner remains ever-present.

Fiona Gardner-Hill passed away suddenly on Monday 10 February and not a day goes by at work where her generosity of spirit and her caring and considerate nature are not sorely missed.

Fiona contributed enormously to the fabric of Herbert Smith Freehills in so many respects. She was a strong technical lawyer and terrific sounding board on whom many of us regularly relied. She was a loyal and trusted friend, a mentor to many of our younger lawyers and a person with wonderful values.

In the week prior to her passing, Fiona was engaged in seeking to improve the lot of a member of staff in another section of the firm. Notwithstanding the demands on her time as a dedicated practitioner, wife and mother, Fiona concerned herself with the situation of all around her. Fiona was the conscience of the firm. If Fiona was not on board in relation to a proposal, it generally meant it was flawed.

Fiona joined the firm as a graduate in 1986 and was made a partner in 1996. She arrived at the firm having excelled academically, particularly during her twelve years at Ascham School where she was Dux. At the firm, Fiona built a

reputation as one of Australia's leading lawyers for M&A, corporate and securities law. She acted for a blue-chip clientele, including companies such as the Australian Stock Exchange, Bloomberg and Commonwealth Bank.

Fiona also lectured at a Sydney University on corporate and securities regulation for many years and was a Sydney Law School Foundation board member. In recognition of her stature, in March 2013 Fiona was appointed to the Takeovers Panel. Fiona played a pivotal role in helping to develop and refine policy for takeovers both as a member of the Panel and as a practitioner throughout her career.

In Fiona's 28 years at the firm, she was nothing other than courteous, caring and charming to all who crossed her path. In his tribute to Fiona following her passing, Kerry Stokes, AC, one of Fiona's long-standing clients, spoke of her grace under pressure and wonderful nature.

Fiona touched the hearts of all of us that she worked with, and became so much more than a professional colleague to many of us. We will remember her for her compassion, generosity, enthusiasm, energy, sense of fun and humour.

This is an extract of a tribute written by Sydney partner Martin Shakinovsky, in consultation with Richard Caldwell. The full tribute is available on the alumni website.

THE YEAR THAT WAS

REFLECTIONS ON SOME OF THE YEAR'S HIGHLIGHTS AT HERBERT SMITH FREEHILLS

NEW CEOs

On 1 May 2014, **Sonya Leydecker** and **Mark Rigotti** took up the reins as the firm's joint chief executive officers, following the retirements of Gavin Bell and David Willis.

A partner since 1991, Sonya was head of disputes and a global head of practice for nearly nine years. Mark led the Australian banking and finance and corporate groups, as well as being the Australian managing partner for clients.

Sonya and Mark commented on their plans for the next year:

"Our aim for the next twelve months is to build on the positive momentum in the business and capitalise on the improving market confidence in most regions. We have ambitious goals and a clear strategy that is delivering results, and are excited about the prospects for Herbert Smith Freehills."



Senior partner Jonathan Scott commented on the appointments:

"Appointing new leaders is a very important post-merger milestone, and in Sonya and Mark we are fortunate to have two partners who bring to the role a powerful combination of management

skills, leadership ability and practice experience. These strengths provide a strong platform from which to carry out their responsibilities and help deliver our strategy."

NEW LEADERS FOR DISPUTES AND CORPORATE BUSINESSES



Justin D'Agostino has been appointed global head of dispute resolution.

Justin has spent his entire legal career with the firm working in the London,

Singapore, Bangkok and, most recently, Hong Kong offices from where he has helped to build the leading international arbitration practice in Asia. He is highly respected having established an international reputation as a standout legal practitioner, led our China offices as managing partner, demonstrated continued commitment to diversity and inclusivity, and shown a clear vision for the global disputes business, not to mention tremendous energy and drive. Justin is based in Hong Kong.



Mike Ferraro is the new global head of the corporate practice. Since the merger, Mike has co-led the practice, with overall responsibility for the London and

Australian corporate teams. He has extensive leadership and management experience, both with Freehills and during his time as Chief Legal Counsel at BHP Billiton. Mike is based in Melbourne.

Supporting Mike is a strong group of regional heads of practice across the network: **Austin Sweeney** (Asia), **Andrew Pike** (Australia), **Scott Cochrane** (UK) and **Alvaro Sainz** (EMEA).

Stephen Wilkinson (global head of M&A) is a key member of the new leadership team, focusing on driving growth in the M&A practice across the UK, Europe and the US – currently the busiest areas of M&A activity across the globe. **Patrick Mitchell** has been appointed to a strategic new role, leading the firm's Infrastructure practice in both the UK and EMEA. Patrick will also maintain his role in developing the firm's presence in Germany.

Mark Rigotti commented: "The global corporate practice is of huge importance to the future success of the firm. Our new leadership team will work to further join up our network as we continue to compete successfully for the top cross-border deals and projects."

HERBERT SMITH



HERBERT SMITH FREEHILLS
50 ANS PARIS

1964...

...2014

PARIS 50TH ANNIVERSARY

In 1964, our Paris office was born. Staff and alumni celebrated the office's 50th birthday in June this year with a party at the chic Pavillon Kléber, a 19th century townhouse where once upon a time the leading lights of Parisian aristocracy and literati would have met to discuss, to network and, probably, to party. The Paris office rose to the occasion with a 1960s-themed evening, complete with fancy dress, speeches, a flash-mob and a roll-call of the great and the good, including founding partner **Gerald Pointon** who opened the office in 1964,

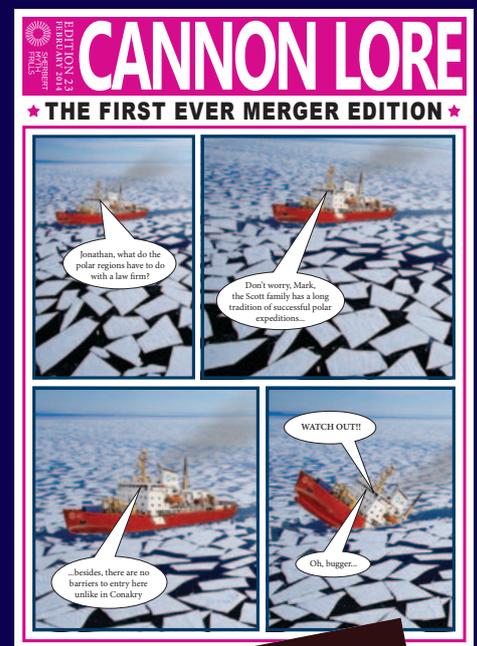
Neil Brimson who was the office's first managing partner from 1994 to 2007, **Ian Gosling** who was with us from 1973 to 2003, and **Philippe Trosset** from 1979 to 2013.

Hubert Segain, current managing partner, commented: "It was a fantastic event put together by our HR and BD teams and our first ever alumni party. We really enjoyed the relaxed atmosphere and seeing so many familiar faces."



CANNON LORE

Tickling the humour taste-buds of staff and partners around the world, the 2014 edition of *Cannon Lore* was greeted with glee, mirth, amusement and (in some quarters) just the teeniest bit of confusion, when it was published this spring. The alumni team does have a few spare copies they would be prepared to sell for a hefty fee give away to alumni (first come, first served).



MOVING FORWARD

JONATHAN SCOTT, SENIOR PARTNER

As many of you will know, David Willis and Gavin Bell retired from the partnership earlier this year, and I would like to start by paying tribute to the exceptional contributions both made to the firm as joint CEOs.

They had already achieved so much as leaders of Herbert Smith and Freehills respectively, and following the merger committed a huge amount of energy and time to the hard and complex work of integration.

I am sure you will all join me in thanking them and wishing them well as they enjoy some hard-earned leisure time with their families and pursue new interests.

The firm is privileged to have Sonya Leydecker and Mark Rigotti as its new CEOs. I have worked with Sonya for many years and got to know Mark well since he moved to London from Australia, so am delighted that the business is in such capable hands as we move forward into the next phase. It was also pleasing to see their appointments get well-deserved external recognition, with the Financial Times and other media recognising the significance of Sonya becoming the first female chief executive of a leading law firm.

Equally as important, we became one of the few global law firms to commit publicly to international gender targets within a set timeframe, aiming for 25 per cent of the partnership to be women by May 2017, rising to 30 per cent by May 2019. Many of the world's leading companies are striving to create a more diverse and inclusive culture, so it makes me extremely proud that we are one of the first international law firms to set ourselves the challenge of making measurable progress in this area.

It has also been a good year for the business. We have made significant progress in building our global offering to clients across practice areas and markets. A major highlight has been the outstanding year our global disputes practice has had, with lead roles on some of the most high-profile and complex matters. Our transactional practices have also made good progress, advising on several of the year's most significant transactions.

A key development of the year has been the flows of business across the regions which has been particularly true between Australia and Asia. For example, we are advising Adani, a leading Indian mining, power and logistics business on its multi-billion dollar coal mine, rail and port project in Queensland. This instruction was won on the back of our Australia skill set and India connections, and is one of a number of matters we wouldn't have won as separate firms.

The progress our new offices are making is another success story. In New York we launched our corporate crime and investigations practice, bringing the total number of partners up to ten; in Germany we made major strides towards being able to offer clients full service capability with hires of leading corporate, disputes, finance and competition partners; and the Seoul office is already busy advising a number of Korean corporates and state-owned enterprises on international transactions, projects and disputes.

All of this shows that our objective of becoming firmly established as a global elite law firm working on matters of strategic importance to leading clients in our chosen sectors is beginning to bear fruit. It is also important that we are starting to receive external recognition for this: achieving 34 top tier rankings in Chambers Global; being ranked by Thomson Reuters as the top firm



for completed M&A deals in Asia-Pacific during 2013; and winning a string of awards for our high profile work across the network, are testament to that.

The firm also received outstanding results in the UK and London Law firm Brand Index published by Acritas, which was compiled from interviews with leaders of in-house legal functions. We rose two places to second in the London rankings, with the firm's strong performance primarily driven by our strength in top-level litigation work, where we received over twice as many mentions by clients as our nearest competitors. We also benefitted from what clients perceive as successful consolidation, following the merger, which has resulted in high levels of positive brand exposure.

The annual alumni reunion is always one of the highlights of my year, so it was disappointing for me personally that an unexpected client commitment in the US prevented my attendance at this year's event. By all accounts it was another great success, with over 360 alumni joining partners and staff in London's Royal Exchange in order to catch up, enjoy live contemporary jazz and sample food from four points of the firm's compass.

The strength of our alumni community is one of the things that makes Herbert Smith Freehills the firm it is today, so please do keep in touch with both the firm and your fellow alumni, and I look forward to catching up with many of you during the course of the next year.

THE HERBERT SMITH FREEHILLS NETWORK

OPEN TO ALL

The alumni network is open to anyone who has worked at Herbert Smith Freehills or its heritage firms

3650

Alumni network members (as at October 2014)

42

Countries represented

1952-2014

HSF years represented

All our offices are part of the network.

Please contact the alumni team if you would like to connect with alumni or current staff from a particular office.



- Herbert Smith Freehills office
- Associated office
- Group

Legal services are provided in Indonesia, in Jakarta, through Herbert Smith Freehills LLP's ("HSF") association with Hiswara Bunjamin & Tandjung ("HBT"). HSF and HBT are two independent firms which have a formal association in Indonesia.

COMPASS

This time last year we launched *Compass*, a newsheet with separate regional editions for our different alumni communities around the world.

Compass is published quarterly and includes local news, alumni profiles, professional development opportunities and details of network events in your region. It would be great to hear your feedback, so do get in touch and let us know what you think.



 Herbert Smith Freehills Alumni
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MEET THE TEAM

Go to the website: www.hsf.com/alumni to find out more about the alumni team in your region or email us at alumni@hsf.com

