

Richard Album

Principal Consultant

Richard has over two decades' experience as a learning facilitator, skills trainer, executive coach, L&D professional and former city lawyer. He has worked with senior leaders and teams in law, financial services, medicine, real estate, digital transformation, politics and other businesses and charities. He has sat on the Executive Board of a major international business for 6 years, is a member of the 'City of London Law Society' Training Committee and is a past Chair of 'Learning in Law'.

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About Richard

With nearly 25 years working in professional services and education, Richard is a driving force behind transformative learning experiences across the globe. While his roots are in the UK, Richard has worked extensively in Asia, Europe and the US.

Richard's expertise lies in unlocking the potential of law firm Partners at every stage of their journey. He has architected and delivered innovative programmes for partner candidates, new partners, and those on the equity pathway, blending strategic insight with practical leadership development. His one-to-one coaching sessions are renowned for their impact, helping hundreds of professionals—from aspiring leaders to seasoned Managing Partners—reach new heights.

As a facilitator, Richard brings energy and dynamism to every workshop and training session. He has worked with senior leadership teams and boards and has delivered 1000s of hours of in-person sessions to groups – large and small, including conference sessions up to 200 people. Richard's hands-on approach prioritises engagement and practical outcomes over academic theory, while seamlessly integrating proven models when they add genuine value.

As an accredited executive coach, Richard has helped numerous individuals and teams through pivotal moments, fostering growth, resilience, and leadership excellence. His work with senior leadership teams and boards has shaped organisational cultures and inspired lasting change.

Experience

- ◆ Business Development and Networking
- ◆ Building a book of business
- ◆ Converting contacts into clients
- ◆ Making Time for BD/Workload Management
- ◆ Develop Your Elevator Pitch
- ◆ Leadership and Management Skills
- ◆ Resilience and Stress Management
- ◆ Challenging Conversations
- ◆ Presenting Skills
- ◆ MBTI and DISC psychometric
- ◆ Managing across generations/hybrid teams
- ◆ Building confidence and tackling imposter syndrome

Education and qualifications

- ◆ ILM L7 Diploma in Executive Coaching & Mentoring
- ◆ Fellow, *Higher Education Academy*
- ◆ MBTI psychometric, certified
- ◆ Solicitor of Eng & Wal
- ◆ MA History, *Fitzwilliam College, Cambridge*