

Peter Duff

Partner

Peter has been a Board member at Shoosmiths LLP for the last 18 years and spent nine of those as Chair. Drawing on this vast experience and collaborative style of working, along with his training as a HR lawyer, he supports businesses and leaders through periods of change and challenging projects.

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About Peter

Peter spent almost 18 years as a Board member for Shoosmiths LLP including nine as Chair, leading the Firm through a vast transition from a regional to a national firm.

As Chair, Peter handled a number of strategic and governance reviews involving significant changes in the Board structure and the appointing of a COO. He successfully handled the transition and replacement of three CEO's which included the sudden departure of one and the contested election of another. He remained a client partner for several major clients and kept close to client views.

Peter was at the forefront of the Firm's ESG policy and led the carbon net zero push of the firm with membership of BITC Climate Action Leadership team. Under his leadership, the firm attained the short and medium SBTi net zero targets and continues to be on track with them.

Peter excels at developing the next generation of leaders. By mentoring individuals, designing and developing or running talent development programmes for firms, he provides a successful structure to ensure the positive outcome of talent development programmes.

His calm and supportive style helps support senior leaders of professional firms think and then take action that allows their organisations to thrive.

Experience

- ◆ As chair, led three strategic reviews using external support and internal resource and handled the communication of each through webinars, videos, podcasts and firmwide roadshows.
- ◆ Introduced NED's to the Firm and was responsible for their management.
- ◆ Has handled numerous Partnership council elections
- ◆ Handled 3 LLP reviews including amends to remuneration structure, amends to voting rights and removal of benefits.

Education and qualifications

- ◆ Qualified lawyer
- ◆ BA in History, Kings College London