

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 an 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 at Shoosmiths LLP, including nine as Chair, leading the firm through a significant transition from a regional firm to a national firm.

As Chair, Peter handled a number of strategic and governance reviews involving significant changes in the Board structure and the appointment of a COO. He successfully handled the transition and replacement of three CEOs, including 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 firm's carbon net zero push through membership of the BITC Climate Action Leadership Team. Under his leadership, the firm attained the short and medium SBTi net zero targets and remains on track to meet them.

Peter excels at developing the next generation of leaders. By mentoring individuals, designing, developing and 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 to think and then take action that allows their organisations to thrive.

Experience

- ◆ As Chair, led three strategic reviews, using external support and internal resources, and handled the communication of each through webinars, videos, podcasts and firmwide roadshows.
- ◆ Introduced NEDs to the firm and was responsible for their management.
- ◆ Has handled numerous Partnership Council elections.
- ◆ Handled three LLP reviews, including amendments to the remuneration structure, voting rights and removal of benefits.

Education and qualifications

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