

Dick Tyler - curriculum vitae

I am an executive coach and business consultant to professional service organisations and their leaders. I am the former Senior Partner and Managing Partner of CMS Cameron McKenna LLP and Executive Partner (based in Frankfurt) of its European business. I have 30 years' experience as a transactional lawyer and in leadership roles in a leading multi-national professional services organisation.

In addition to being a coach, I am a member of the Faculty of Meyler Campbell. In that role, I tutor experienced business professionals either to practice as coaches or to apply coaching in their organisations at a senior level. The Meyler Campbell Business Coach Programme is the premier business coach programme in the UK. I am also a founding fellow of the Institute of Coaching Professional Association at McLean Hospital, a Harvard Medical School affiliate.

In my coaching, I draw on the combination of my leadership experience and my experience as a top level coach and coaching tutor to bring a rare and valuable perspective to people in leadership roles.

2011-2014, Senior Partner, CMS Cameron McKenna LLP

I was the Senior Partner (Chairman equivalent) of CMS Cameron McKenna, a large City law firm (1,500 staff; 200 partners). The firm is the UK-headquartered member of CMS (a leading alliance of European law firms, which – as a collective group - provides real competition to the top tier legal firms in each jurisdiction). CMS has a local presence in 58 cities in 32 countries, mostly in Europe, and it comprises over 750 partners, employing more than 5,000 people in total. Its total revenues are over €800m.

My role was to design the firm's strategy and to lead its implementation. My responsibilities included governance, the appointment of new partners and the directors of business support functions, partner development, appraisals and pastoral issues and external relationships with major clients and regulatory and industry bodies. I also led the process by which the firm re-organised its partner model. This involved fundamental changes to how partner performance is managed, measured, supported and rewarded.

I chaired the firm's Board, which is its policy-making body and also comprised its Managing Partner, six practice heads and seven elected partners from the UK and international offices. During my term as Senior Partner, the Board made important decisions about partner appointments, new London premises (the biggest financial decision the firm has made in the last 25 years), international expansion, and to merge. During my three years as Senior Partner, the firm's profits grew by over 20%. I am adept at following the right path (even if that is not a straight line) to achieve successful outcomes at Board level and secure implementation of the Board's agreed actions.

2008-2011, Executive Partner, CMS Legal Services EEIG

Between 2008 and 2011, I was the Executive Partner (CEO equivalent) of CMS, based in Frankfurt, working on the integration of its member firms across Europe and the building of its unified reputation. I played a lynch-pin role for the 20 Managing and Senior Partner of the member firms, as we coordinated activities in order better to win and serve clients across Europe. The role required extensive travel to North America and Asia, as well as in Europe.

2000-2008, Managing Partner, CMS Cameron McKenna LLP

I was elected as the Managing Partner (CEO equivalent) in 2000, and spent two four-year terms in that position (the maximum allowed under the firm's constitution). This gave me hands-on experience of setting vision and direction for the firm, and managing the operational aspects of the firm's business. During my term as Managing Partner, the firm's turnover and profit per partner increased by 75% and 150% respectively, the firm won 'The Financial Times' Innovative Lawyers Award for innovation in management and it featured regularly in 'The Sunday Times' Top 100 Companies to Work For. The driver for this was a values-led strategy, which I devised in conjunction with David Maister, widely acknowledged as one of the world's leading

authorities on the management of professional services firms.

1992-2000, Corporate Partner, McKenna & Co, later CMS Cameron McKenna LLP

I spent the first 15 years of my career as a transactional lawyer, engaged in mergers, acquisitions and securities transactions. In this role, I built up a successful City practice advising stock exchange-listed companies and investment banks. This work required a deep knowledge of the law and related regulation and an ability to win and manage long-term relationships with clients, their other advisers, internal teams and opponents, as well as long hours and hard work. It was an intellectually demanding and stimulating environment.

1985-1992, Assistant Solicitor, McKenna & Co

1983-1985, Articled Clerk, McKenna & Co

Other activities

As Senior Partner, part of my role was to further the firm's interests and reputation by participation on external bodies. I am an elected member of the main Committee of The City of London Law Society, which performs a policy, representation and lobbying role on behalf of City law firms with government and regulatory bodies. I am also a director of PRIME (along with the Senior Partners of four other City law firms), which is a profession-wide initiative to advance the cause of social mobility in law firms. Between 2006 and 2012, I was a member and then chair of the Culture Board of London Legacy 2020, the leading private sector initiative trying to secure a positive legacy from the London Olympics.

As Senior Partner, I acted as host of my firm's official functions, which put me in the front-line with clients, law firms visiting London, politicians, regulators and professional bodies, the firm's professional advisors, its bankers, insurers and suppliers and other City law firms and institutions. I also worked extensively with Alderman Fiona Woolf, Lord Mayor of the City of London in 2013-2014, who is a partner in CMS Cameron McKenna, on planning her and the firm's programme of activities during her mayoralty.

Education

1985, Qualified as a Solicitor of the Senior Courts of England & Wales

1982-1983, College of Law, Guildford

Law Society Final Examinations

1978-1982, Fitzwilliam College, Cambridge

MA (Hons), Part I Geography, Part II Law

1970-1977, Cheltenham Grammar School

Eight 'O' Levels, three 'A' levels, two 'S' Levels

Interests

I have two daughters, aged 25 and 23. I sing in the St. Bartholomew's Hospital Choral Society and I am president of my school old boys' rugby club. I live in London and enjoy keeping fit and making the most of the cultural opportunities which London offers. I was president of the Fitzwilliam Society (the alumni of Fitzwilliam College, Cambridge) in 2012-3 and I am now a member of the College's Development Committee. I also organise Fitzwilliam's biennial fundraising dinner for its sporting alumni.