



## ADRIAN BARKER

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Adrian has 25 years' experience of working in, and leading high-performance teams, in both the public and private sector. He uses this experience in his capacity as a Learning and Development professional and executive coach. Drawing on his background as a police officer, close protection and counter terrorist operative, he brings a unique perspective to clients and helps teams and individuals achieve goals and objectives.

Previously the programme director for all global development courses for associates and partners within Freshfields Bruckhaus Deringer for five years, he has worked extensively across the globe with a particular focus in the UAE.

Adrian's one-to-one and team coaching programmes are completely bespoke and combine challenge, support, enlightenment, and fun. He has coached at all levels from trainee to partner and specialises in working with those with self-limiting beliefs and a lack of confidence.

Adrian has worked extensively with associates, counsel and partners in understanding the legal environment to create impactful and meaningful learning events for both junior and senior lawyers.

Adrian has a particular interest in team dynamics and team performance, and the role that leaders must play in creating high performance environments. His coaching and facilitation style is result –focused. Supportive yet challenging, he uses his leadership experience and extensive personal development to inspire current and future leaders to deliver to their full potential.



**SOPHIE PILKINGTON**  
UK

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Sophie has a wealth of experience in professional services, predominantly within corporate law. During her five years at Freshfields she was responsible for a substantial team of legal solution specialists, who worked to deliver innovative and tailored legal solutions to Magic Circle clients. Sophie worked closely with the partnership alongside the Global Head of Legal Services to drive client focussed outcomes.

She was the linchpin of a large legal team, responsible for co-ordinating, upskilling and managing resources to meet global demand. She formed an integral part of the team's development and training, bolstering the team's capability and understanding, and ultimately their enthusiasm.

As an executive coach Sophie encourages a holistic approach to growth and development. She is solution-focussed, pragmatic, and has an uncompromising ability to get to the root of issues. Sophie supports her delegates through change and transition, being no stranger to this herself.

Sophie has an MA in International Law which, coupled with her experience and interest in business has given her a deep understanding of how firms operate. In addition to coaching and facilitating, Sophie also supports Apex operationally.



## JANE BARDOS

UK

Jane is a qualified lawyer, executive coach and accomplished actor with extensive facilitating, training and coaching experience in a variety of sectors. Jane spent over 6 years as a professional actor, playing leading roles in the West End and at the Royal National Theatre. She then returned to university and qualified as a lawyer, working in private practice and in-house, following qualification at Clintons.

Jane obtained her executive coaching qualification with Henley Business School, and as an executive coach, Jane supports clients both with a specific goal such as achieving promotion, or with broader goals, including building confidence and resilience. Jane's legal career offers an understanding of her executive clients' worlds, and where required, she draws on invaluable skills from her acting career to maximise their personal impact and presence.

Much of Jane's work is around her clients' communication style and mindset and how they can adapt in order to reach resolution on key areas of disagreement. As a trainer and facilitator, Jane has delivered and designed a broad range of courses for numerous leading global, U.S. and U.K. law firms as well as clients in financial services and not-for-profit sectors.

The common thread in Jane's practice is that she is passionate about supporting people through periods of change, enabling them to unlock their potential, grow in confidence and thrive. Jane's key priority is that her clients leave the session feeling supported, listened to and with some practical and tangible steps which they can utilise immediately.



**TONY BESSE**  
UK

Tony combines a strong career history – over three decades as an international lawyer with Freshfields Bruckhaus Deringer LLP – with what clients say is a natural ability to build empathy and trust as well as respect. Others describe him variously as reflective, compassionate, mischievous, creative, warm, caring, astute, focused and having huge natural curiosity.

His clients include leading law firms, financial institutions and public sector organisations. He also works closely with Saïd Business School.

In addition to coaching, he is a co-founder of Interview Advantage Ltd., which prepares undergraduates for the world of work. He also trains lawyers in leadership and how to manage complex international deals and is the author of *The Lawyer as Leader: How to Own Your Career and Lead in Law Firms*.

Tony is French, is qualified as a lawyer in both the UK and France.



**TONY BORGNIS**  
UK

Tony Borgnis was an Infantry Officer in the Army from 1993 to 2012, he served in a variety of operational theatres including Northern Ireland, Bosnia and Afghanistan. During his military career Tony was also a leadership instructor and trainer at several different postings in the UK including the Royal Military Academy Sandhurst, Warminster, Westbury and Shrivenham.

Since leaving the Army, Tony worked in the simulation and training division of Thales and at Equiniti (a financial services outsourcing company). Here he was rapidly promoted to Director level in Group Operations and Transformation & Change respectively until the end of 2018. He took the lead on all things Leadership, including the development and roll out of an Equiniti Leadership model.

Since 2019 Tony has been embedded in a number of businesses providing mentoring, coaching and strategy support to the senior leadership team.



**CLARE COLLINS**

UK

Clare worked for over two decades as a senior leader in HR providing development opportunities for all levels of the business, from Newly Qualified lawyers to the Executive Board. Most of her work has been within professional services; working for global organisations, supporting them through significant periods of change. Her strong commercial focus means she always aims to make a measurable difference to people and performance. As well as her HR qualification she has an MBA in Leadership in Practice and qualified as an Executive Coach in 2017.

Clare views coaching as the most powerful tool you can use to unlock a person's potential and create lasting change. She encourages clients to try new strategies and see things differently, which often means questioning long held beliefs and attitudes. She uses a range of coaching models and diagnostic tools and will tailor these to each client to ensure they get the best results. For her, it is important that clients come away from coaching sessions feeling motivated and ready to put new skills into practice.





**RICHARD J DANUM**  
UK

Richard seamlessly integrates a unique blend of leadership training expertise, a decade-plus in Learning and Development, and a rich background that includes Magic Circle law and professional acting. With a facilitation style characterized by engagement, clarity, precision, and authenticity, Richard excels in challenging individuals to stretch beyond their comfort zones.

Renowned for best-in-class facilitation and exceptional experiential learning, Richard has a proven track record of working with clients at the Executive Leadership and Managing Partner levels. His intellectual rigor is complemented by a recognition of the power of humour and connection in coaching, facilitating, and delivering impactful learning experiences.

After obtaining a law degree at Cambridge University, Richard embarked on a successful legal career, qualifying as a solicitor at Linklaters LLP and gaining valuable commercial experience at Slaughter and May and Mayer Brown. Transitioning to the world of professional acting, he honed his creative skills on stage and screen.

Richard's facilitation of experiential training around the world, across wide-ranging subjects, is a testament to his fusion of commercial acumen, creativity, and mindfulness expertise. His ability to draw from a deep well of experience ensures that he not only challenges high-performing individuals but also creates an environment conducive to valuable learning and growth.



**CARRIE J. FLETCHER**  
**USA**



Carrie is a leadership and strategy consultant, executive coach, and former practising attorney. Her instructional design, teaching, and coaching work focus on the development of core individual, team, and organisational leadership skills. Her strategy work focuses on the articulation and implementation of team, departmental, and organisational strategic plans.

She is an Affiliate Instructor at Harvard Law School Executive Education (HLSEE), where she teaches in leadership programmes for lawyers and senior business professionals. She is also a Research Fellow with the Leadership Institute at London Business School (LBS), partnering with faculty to develop case studies and other leadership related projects, and providing team-focused leadership instruction LBS Masters students. Carrie additionally holds a teaching affiliation with Cambridge University's Møller Institute and serves as the Head of Faculty for O Shaped, an organisation that is working with legal teams and law firms across the globe to transform the legal profession by embedding its "Client Led, People First" approach to leadership development and the delivery of legal services.

Carrie works privately with corporates, law firms, and legal departments to analyse organisational concerns and develop practical teaching, coaching, and systemic solutions to meet her clients' change objectives. These often relate to leadership development, culture, strategy, inclusion, team function, and cross-generational collaboration. Much of her work is diversity-related: she teaches on programs for the Leadership Council on Legal Diversity and is a key advisor on Diversity Lab's ambitious, US-based "Move the Needle" project which aims to make material improvements in the recruitment, development, and retention of diverse professionals. Carrie is also certified in the TypeCoach Verifier and Smart Collaboration Accelerator psychometric instruments.





**‘RONKE KOKORUWE**  
**UK**

As an experienced facilitator and trainer, ‘Ronke works collaboratively to create spaces of joy, bringing bold energy and exploratory discussion to her approach. Her focus is on supporting individuals, groups and organisations at the intersection of their leadership and communication skills; all of which is underpinned by her legal background.

As an executive coach, ‘Ronke works with leaders and managers to experience mind shifts and to connect powerfully with their values and vision. She is committed to using all of her skills, knowledge and experience to support emerging and seasoned leaders to have a greater vision, a greater voice and a greater impact.

She is experienced in design and delivery of workshops to enhance performance and leadership skills, and consults on a range of topics including personal branding , authenticity & wholeness creating spaces of psychological safety.

‘Ronke is committed to mentoring young women in the developing world to become future leaders and is an experienced host and speaker at events and conferences including TedX. She is also Co-Program Director for Executive Education program at Said Business School, University of Oxford.



## **ALICIA SUTTON**

**New Zealand**

Alicia is an executive coach and facilitator who partners with high-potential professionals to enhance their executive presence, communication, and leadership capabilities.

As an authority in interpersonal communications and leadership development, Alicia delivers comprehensive training and coaching across a myriad of competencies, including assertiveness, business development, challenging conversations, change management, consultative selling, cross-selling, feedback, influencing, innovation, performance management, networking, personal impact, pitching, presentations, resilience, and upward management.

Alicia has successfully provided training and coaching services to over 40 international law firms, in addition to clients in the architecture, banking, consulting, consumer goods, education, energy, financial services, recruitment, and technology sectors. She operates both virtually and in person, having delivered impactful training sessions across Asia Pacific, Europe, the Middle East, the United States, and the United Kingdom.

Alicia's delivery style fosters immediate connection through storytelling, authenticity, and active listening. She excels at building rapport and trust with professionals at all organisational levels. Utilising a strengths-based approach, Alicia ensures that clients leave each interaction equipped with actionable insights. Her ability to combine incisive feedback with a warm and approachable demeanour sets her apart.