

Resilient Leadership



Alastair's Story

Resilience is often defined as the ability to recover from setbacks, to adapt well to change, and to keep going in the face of adversity.

Resilience matters because strongly resilient individuals and teams are more likely to be able to function effectively and productively in today's demanding and ever changing commercial environment. Consequently, this will likely lead to improved levels of sustainable performance, both individual and collective.

It is estimated that in the UK £26bn is lost per year due to work related stress and mental ill health. Globally it is estimated that 12 billion working days are lost per annum for the same reasons.

At its core resilience, both individual and collective requires that a leader is able to both create trust and inspire confidence.

The pressure of work as a senior equity partner in a large law firm is pretty relentless and in 2014 that pressure encroached on every aspect of Alastair's life.

Eventually Alastair realised that he needed help and he took four months off work to obtain the support that he needed. Gradually Alastair began to rebuild his life and in doing so he discovered some of the tools necessary to help him strike a far healthier work and life balance.

Alastair was fortunate enough to make a full recovery. Whilst very unpleasant he now looks back on the events of 2014 with some positivity as he believes that he learned, as a result of those events, to see the world with a much healthier perspective.

One of the things Alastair discovered was how to be a different and hopefully better leader, how to empathise more effectively with people and how to better strike the balance we all need in order to lead a rewarding and fulfilling life. Alastair also believes that post 2014, his style of leadership and the way he worked were both more resilient in nature, both for him personally and for the teams that he led.



At its core resilience, both individual and collective, requires that a leader is able to both create trust and inspire confidence.



The Workshop

Alastair recently concluded his career as the Regional Managing Partner of the Dentons' Middle East business and as a member of the Dentons' Executive Committee, roles he held until his retirement in April 2023. Dentons is a large global law firm with several hundred employees located in nine offices across seven middle eastern countries.

Alastair was previously a Board member of Dentons and he has held a number of other senior management positions including the Managing Partner of the Dentons' Milton Keynes and Dubai offices as well as head of the Dentons' Middle East dispute resolution team.

During his career he has been fortunate to have the opportunity to gain extensive leadership experience, including experience relevant to multi-cultural and multi-geographical locations and the building and maintenance of high performing teams. In these various roles he has coached and mentored a large number of people, in particular a number of individuals both before and after they were promoted into the partnership at Dentons.

Alastair's career started in the British Army in 1987 where he served for nine years as an infantry officer including tours in Norway and Northern Ireland. On leaving the army in 1995 he qualified as a barrister where he practiced as a member of the Independent Bar for 11 years.

Having left the Bar in 2007 and after a short time as a partner at a national law firm Alastair joined Dentons in 2011, where he practiced as a litigator. Until 2016, when he moved to Dubai, Alastair was based in the UK.

Combining the opportunity to reflect, nearly thirty years as a lawyer, eight years in the British Army and the events of 2014, Alastair has designed a workshop which encourages executives to safely share their experiences in order to explore; (1) how they can improve their own personal resilience; and (2) how their resilience impacts on their teams and the wider business.

The workshop, which is both personal and practical in style, addresses:

- ◆ The core attributes of a resilient leader;
- ◆ How the attendees may improve their own personal resilience;
- ◆ What led to the events of 2014, their impact upon me and what I learnt; and
- ◆ Why resilience matters and why it leads to improved levels of sustainable performance, both individual and collective.

The workshop is adaptable and works equally well in small and intimate groups/teams or as a presentation for a larger and wider audience.

Career Experience



Alastair Young

Alastair is an executive coach focusing on the subject of leadership, in particular resilient leadership, and the creation and leadership of high performing teams. He has extensive leadership experience in multi-cultural and multi-geographical locations.

2024 – Meyler Campbell Mastered executive coaching programme

2011 to 2023 – Dentons UKIME LLP

- ◆ Managing Partner of the Middle East Division
- ◆ Board Member
- ◆ Member of the Executive Committee
- ◆ Managing Partner of the Dubai Office
- ◆ Managing Partner of the Milton Keynes Office
- ◆ Member of the Audit Committee
- ◆ Head of the Middle East Dispute Resolution Team and separately
- ◆ Head of the UK Construction Team

2019 - Fellow of the Chartered Institute of Arbitrators

2015 – Member of the Board of Apperio - www.Apperio.com

2007 – Qualification as a Solicitor

2000 – Member of the Board of St Philips Chambers www.st-philips.com

1996 – Called to Bar of England and Wales

1987 – HM Forces

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