



## Richard Martin

Richard joined byrne-dean in 2013. He spent the first 20 years of his career as an employment lawyer. He trained and became a partner at Gouldens. When that firm merged with Jones Day, he stayed three further years before moving to Speechly Bircham as head of a large employment team. He sat on the firm's management committee. In both firms he was the internal ER function at employee and partner level. He also taught at King's College London.

Following serious mental illness, Richard undertook a foundation course in psychotherapy and counselling. He brings this perspective to his work on what happens in workplaces and why, in addition to those of an employment lawyer, an employee and a senior leader.

Richard heads up our mental health work, as well as being the former head of our resolution work.

## Experience

**Senior leadership** – at Speechly Bircham he ran a large employment team and sat on the firm's management committee. He is a director of byrne-dean.

**Employment law partner** – in his legal career Richard advised employers and employees at senior levels around the world on the full range of employment issues.

**In-house work and employee and partner relations** – within two firms he handled restructurings and senior level disputes and was a trusted adviser to the HR professionals.

**Mediation** – Richard is often called on to mediate workplace disputes at all levels, and between individuals and groups of people.

**1:1 work and coaching** – Richard is an experienced executive coach and often works with individuals 1:1 on behavioural and mental health issues.

**Mental health champion** – Richard co chairs the steering committee for the Lord Mayor of London's This is Me campaign which works to reduce the stigma around mental illness through story telling. He leads our work coordinating and promoting the Mindful Business Charter. He is a sought after speaker, trainer and thinker around mental health in the workplace.

**Publications** – in 2018 Richard published his first book, This Too Will Pass – Anxiety in a professional world, a memoir of his mental illness and recovery. He has contributed to numerous other books and is often quoted in the press and has appeared on several TV programs.

**Community involvement** – before joining Gouldens, Richard worked for a year with street children in Romania. In his early career he supported a free legal advice centre in London. He later worked in the community as a school governor and other voluntary roles.

## Qualifications

BA (Law, Cambridge)

LPC (College of Law, York)

Regent's University London (SPCP) Foundation in Psychotherapy and Counselling.

Meyler Campbell Mastered Programme Executive Coach

Mental Health First Aid instructor

Trained in Diversity and Inclusion