



## Victoria Lewis

Victoria is our CEO and has successfully grown our team into the established global workplace behavioural training consultancy it is today.

Victoria spent the first 15 years of her legal career as an employment lawyer at Simmons & Simmons. She moved to byrne-dean in its infancy in 2005 as an Associate, became Head of Training in 2013 and CEO in 2016.

Victoria is known for her powerful, personal, practical and challenging facilitation style and is regularly asked to work with senior leadership teams and boards on culture change. She is described as “passionate”, “energetic”, someone who speaks “on a level” and “challenging”. She works closely with global banks, financial services, professional services firms and a range of corporates.

Victoria leads our inclusion and diversity work across a range of sectors and applies the principles of emotional intelligence to help individuals understand their accountability and the impact of the things they say and do. She challenges them to “see things differently”.

Her recent work has included designing and delivering thought provoking global programmes for leaders helping them to drive inclusion, become accountable and to articulate their commitment to their teams. Victoria’s specific style enables her to engage with a range of leaders with varying degrees of confidence and capability. Victoria recently led a major programme for a global Bank all aspects of harassment, from awareness raising cultural change to procedural and governance skills development.

## Experience

**Employment lawyer** – in her legal career Victoria advised employers and employees at senior levels around the world on the full range of employment issues.

**Facilitation** – Victoria delivers our full suite of programmes with a particular focus on leadership and behaviour training. She heads up our inclusion and diversity

workstream delivering programmes for professional service firms, banks and other financial service institutions focusing on inclusive leadership, conscious decision making, conduct and behavioural awareness.

**1:1 work** – Victoria is regularly asked to coach people in a “risk” space sometimes following disciplinarys or grievances where they are returned to the working environment or where more generally it is thought they need support and coaching to help them understand other perspectives and their impact on others.

**Investigations** – Victoria has conducted numerous independent investigations during her career on a range of misconduct issues.

**International work** – Victoria delivers programmes across the globe and in the few years alone has delivered training in Australia, UAE, Singapore, Hong Kong, China, India, USA, Canada and Continental Europe.

**Community involvement** – whilst an employment lawyer, Victoria volunteered at Women against harassment and Clapham Legal advice centre. Victoria was a school governor for 4 years. She is now a Pilotlighter with the charity Pilotlight, advising senior leadership teams in charities embarking on cultural change.

## Qualifications

BA (English, Southampton)

LPC (College of Law, London)