



Richard Thompson

Richard is our New Business Lead and is also a member of the facilitation team. He has been with byrne-dean since 2014.

Richard spent the first 10 years of his legal career as an employment lawyer in private practice. Having spent a significant amount of time dealing with complex employment litigation cases (and having seen the damage such cases can inflict on all parties) Richard wanted to help organisations avoid the sort of risks he was dealing with on a day-to-day basis. Richard therefore joined byrne-dean in order to support employers and employees at a grass-roots level through the provision of impactful, thought-provoking and powerful training interventions.

As a facilitator Richard creates a warm, engaging and personal style in order to create a safe training space so that participants feel able to share their views and engage in honest debate.

Richard has worked closely with global banks, financial services firms, professional services firms and a range of corporates. He has experience of running intimate small group sessions as well as very large auditorium style sessions. Richard is also experienced in running sessions for members of staff of all levels of seniority, from summer interns to senior board members.

Experience

Employment lawyer – in his legal career Richard advised employers and employees on the full range of employment issues. He spent a significant amount of his legal career managing complex employment litigation claims, with a specialism in discrimination claims.

Facilitator – Richard delivers our full suite of programmes with a particular focus on leadership conduct and inclusive leadership. He particularly enjoys engaging with senior leaders and has trained thousands of leaders / managers across the globe.

Richard typically works with our financial services and other professions services clients but has experience of working across many sectors.

Project manager – As new Business Lead, Richard is responsible for managing new training and consultancy projects for our clients. He has experience of managing multiple large-scale global projects to ensure the successful delivery of our training / consultancy work.

International work – Richard delivers programmes across the globe and has delivered training across the USA as well as in China, Japan, Singapore, Brazil, France, Germany, Belgium, Holland, Turkey and Ireland.

Virtual training – Richard has extensive experience of running virtual training sessions and has honed his facilitation style and technique to maximise participant engagement on virtual platforms.

Qualifications

University of Sheffield: LLB (2:1 Hons)

College of Law London: Legal Practice Course (Distinction)