



## Susan de Silva

Susan joined byrne.dean as a Facilitator in 2019. Susan was a practising Lawyer for more than 30 years until she retired in December 2018 to focus on her practice as a Life & Executive coach. In 1994, she co-founded a law firm in Singapore which is now in a global alliance with an international law firm. During her legal career Susan won many industry awards and accolades, including Leading Individual (Singapore) in The Legal 500 Asia Pacific 2011 – 2017.

Susan was Managing Partner of the firm in the early 2000s which started her thinking and learning about personal and organisational effectiveness over and above the physical, financial and intellectual skills we typically focus on. She particularly enjoyed her last role in her law firm, which was as Co-Head of its Asia-Pacific Employment law practice which she had established as a specialised practice in 2012. What Susan found fulfilling about that was that it was corporate legal practice with a human-centred focus, based on her philosophy that the best form of legal risk management is often great HR management. She counts as one of the highlights of her career the workshop she conducted in which the Asia-Pacific employment team unpacked their team purpose that expresses the positive impact of their contribution to others in the way they practice as employment lawyers.

While a Lawyer, in 2015, Susan started training to be a Life Coach, for her own personal growth as well as to learn how to have guided conversations that can help people expand their awareness of themselves and equip them to make resonant choices towards more effective and fulfilling work and personal lives.

## Experience

**Investigator** – As an Employment Lawyer, Susan has advised on and handled a number of cases involving harassment, including sexual harassment, and appreciates the potential impact of such cases beyond the parties concerned, including colleagues and family members.

**Facilitator** – Susan conducts training for byrne.dean on working with respect and anti-harassment. As a Lawyer, she has spoken and conducted numerous courses on employment law topics. As a coach, Susan speaks and writes on how to create working environments in which people can thrive, focusing on the Emotions dimension at work (particularly around psychological safety and the Mindful Business Charter on thoughtful work practices to reduce unnecessary stress), and on the human need for Purpose and meaning.

**Coach** – Susan is a certified Life and Executive Coach who focuses on helping people, in whatever roles they are in, to become self-aware leaders for richer personal and professional lives.

**ESG; Diversity & Inclusion** – Susan serves on committees in Yellow Ribbon Singapore whose mission is to help ex-offenders have a second chance in life. She is also a director on the Board of WWF-World Wide Fund for Nature (Singapore) Limited.

## Qualifications

Bachelor of Laws (Hons), National University of Singapore

Admitted to practice in Singapore, Malaysia and England & Wales

Certified Mediator, Singapore Mediation Centre

Certified Professional Co-Active Coach, The Coaches Training Institute

Associate Certified Coach, International Coach Federation

Currently enrolled in Neuroscience, Consciousness and Transformational Coaching Certification Programme, conducted by BeAbove Leadership