

## Bios from prospective trustees

### **Bola Gibson - Osborne Clarke**

Bola is Head of Inclusion and Corporate Responsibility for Osborne Clarke. She is also responsible for the firm's wellbeing agenda, including the rollout of the Mindful Business Charter which the firm signed in late 2019. She has a real interest in the success of the charter, having seen the challenges to our wellbeing exacerbated by a global pandemic and the need for clear guidance and support to help individuals, teams and companies get to grips with its impact. She's passionate about inclusion and wellbeing, but also brings her experience as a business leader, who has nearly 15 years' experience in corporate responsibility, to the table. Her strengths lie in developing strategies and creating realistic and sustainable delivery plans. She's worked with and supported charities for many years, including operating as a trustee, and more recently as a school governor.

### **Hanim Hamzah – Zico Law**

Hanim Hamzah is the Regional Managing Partner of ZICO Law, a network of independent local law firms with a full presence across all 10 Southeast Asian countries. As a member of the IBA Law Firm Management Committee, she has dedicated much of her time championing mental wellness, diversity, and inclusion in the legal industry at large.

In 2018, Hanim launched ZICO Law's Total Wellness Initiative to help foster a firm culture that values holistic physical and mental wellness. Through this initiative, she first introduced the Mindful Business Charter to law firms across Southeast Asia in November 2019. ZICO Law has since hosted numerous sessions for firms, their staff, and clients on mental health and wellness in the legal industry. In becoming a trustee, Hanim will work to support the MBC and to be an advocate for positive impacts that come through implementing the charter.

### **Daniel Bastide - Irwin Mitchell**

Daniel Bastide is an experienced corporate partner with Irwin Mitchell based in Sussex. He has an interest in health and wellbeing and, in particular, in maintaining and improving employee wellbeing in the current "work from home" state. Daniel has prior experience of charities as a co-opted member of the board of The Mount Everest Foundation. Beyond work he enjoys the outdoors and in particular exploring it trail running

### **Jo Carver - Lloyds Bank**

Jo Carver is the General Counsel for Commercial Banking Legal at Lloyds Banking Group. She was instrumental in getting Lloyds to sign up to the Charter as one of the original signatories and rolling it out across legal and the commercial banking business. Having, with her husband, Mike, raised three children while pursuing a career she knows the importance of finding a balance between life and work. Jo leads on Inclusion & Diversity for the Legal & Secretariat Division at Lloyds, heads the People Group and co-chairs Lloyds' Women's Network. She is passionate about developing the legal team of the future, putting people first and bringing about cultural change. While the legal profession is demanding on time and mental capacity Jo believes there is a better, more mindful way we can deal

**be brave.**

Openness and respect



Smart meetings and emailing



Respecting rest periods



Mindful delegation



with each other and the MBC does a great job of setting out specific, tangible, measurable actions to effect that change. As a trustee, she will be eager to use her people skills, her contacts and the business acumen she has obtained through her years at Airbus, Barclays and Lloyds, to further the work of the MBC and see more companies' cultures transformed through the implementation of the charter.

### **Jonathan Hoey – TLT**

I am a partner in TLT LLP, a top 50 UK law firm and head its Banking and Lender Services Group, which contains most of the firm's financial services clients. I am the relationship partner for two major banks and have fulfilled these roles for the last 20 years. My Group comprises over 300 people and is a mix of support staff, legal assistants, solicitors, associates and partners from many different walks of life. Over my time, I have seen examples of different episodes of office life relevant to the principles in the charter.

I am really interested in how we can work together in a healthier way; the workplace can be stressful enough without additional pressure being introduced when much of that can be completely avoided. How we further embed the steps needed to support each other (particularly at this time) is key for me and I would be delighted to give of my time to help.

My role involves managing significant budgets within TLT and financial hygiene is a key area of focus and responsibility. I see that experience fitting well with an important aspect of being a trustee.

### **Lizzy Stewart – 4 New Square**

I am the CEO of a barristers' chambers. This is a role I have had for over 20 years. I have a lot of experience of managing a business. I work in an environment which requires me to be challenging and questioning in an appropriate way and to make informed and balanced decisions confidently. I am used to preparing for and managing meetings so that they are efficient and productive. I am experienced at ensuring compliance with relevant regulations. I see being accountable and expecting accountability as a platform for good management and individual performance.

### **Michael Cavers – CMS**

Michael is a capital markets and derivatives partner at CMS. He joined the firm as a trainee in 2002 and has been a partner since 2012. Elected to the firm's Board in 2015, he is now the firm's partnership and Board wellbeing and mental health champion and has been involved crafting the firm's approach to mental health, including its roll-out of the Charter. As well as bringing his Board experience to the role, Michael is also the CMS Early Talent partner and a supporter of its D&I initiatives, so has a particular interest in the role mental health plays in recruitment, retention and wellbeing of staff.

### **Moira Slape – Travers Smith**

Moira is a highly respected HR professional and is currently the HR Director of Travers Smith LLP where she sits on the Partnership Board. She has a deep interest in employee engagement, health & wellbeing and talent management. Moira brings her extensive global HR and L&D expertise to her coaching and brings her passion and professionalism to support partners and other senior leaders in achieving their business goals.

**be brave.**

Openness and respect



Smart meetings and emailing



Respecting rest periods



Mindful delegation



## Martin Hamilton – Capsticks

Capsticks were part of the second group of businesses that adopted MBC, in May 2019. As Capsticks' Managing Partner, within our Senior Management Team I'm responsible for our people plan, and the MBC plays a key part in making us a better place to work. At Capsticks we've also developed our own subtle variation to the MBC for COVID. In becoming a trustee I'm committed to keeping the MBC uppermost in our minds in the way we work, and helping to ensure that it remains relevant to new ways of working in 2021 and beyond.

**be brave.**

Openness and respect



Smart meetings and emailing



Respecting rest periods



Mindful delegation

