

# Guy Beringer CBE, QC (Hon)

## Curriculum Vitae

### Current Roles

Non-executive Director and Chair of Audit Committee, Fleming Family & Partners Ltd  
Non-executive Board Member, HM Courts Service  
Member, Corporate Advisory Board, Royal Academy  
Governor, The College of Law of England and Wales  
Director, London Irish Holdings Limited  
Panel Member, Co-operation and Competition Panel

### Career History

1978 – 1980	Articled Clerk, Allen & Overy
1980 – 1985	Associate, Allen & Overy
1985	Partner, Allen & Overy
1994 – 1998	Managing Partner, Corporate Department, Allen & Overy
2000 – 2008	Senior Partner, Allen & Overy
2006	Appointed Queen's Counsel honoris causa in 2006 for contributions to pro bono and legal services.

### Management Experience

I was Senior Partner of Allen & Overy LLP from 1st May, 2000 to 30th April, 2008. The role is equivalent to that of Chairman. The Senior Partner chairs the firm's Partnership Board and is responsible for the firm's strategic development. The Senior Partner is also the interface between the firm and its 480 partners.

**Growth:** During my time as Senior Partner, the firm grew significantly from a turnover of £330 million in the year ended 30th April 2000 to a turnover of £1 billion in the year ended 30th April 2008. Profitability improved significantly during the period. Profit before tax and before partner remuneration grew from £121 million in FY2000 to £400 million in FY2008.

**Governance:** I published a series of articles in 2007 criticising the widespread use of short term profitability as a measure of success for the legal profession and proposing alternative measures for sustainable success. These were initially viewed with scepticism by external commentators but were subsequently well received within the profession.

**International Expansion:** The firm's growth involved expansion in the following markets:

- **US** – the firm grew from scratch a practice in New York which had 150 US lawyers and a turnover in excess of US\$100 million.
- **Middle East** – the firm expanded its long standing base in Dubai and added offices in Abu Dhabi and Riyadh.
- **China** – the firm steadily expanded from its historic base in Hong Kong and added significant offices in Shanghai and Beijing with over 70 lawyers.

- **Japan** – the firm developed its historic foreign law practice in Tokyo and added a high calibre Japanese law practice.
- **India** – the firm has prepared for liberalisation of the Indian market and has a clear strategic plan in place to respond to any such liberalisation.

I was instrumental in planning and executing the globalisation of the firm's business.

Strategic  
Leadership:

I was closely involved in developing a successful senior leadership programme with the Judge Business School in Cambridge. Over 150 of the firm's partners participated in the programme which addressed issues of strategic planning, prioritisation of investment resources, change management and scenario planning. The programme was used successfully as a means of aligning the firm strategically as well as providing a development tool for the firm's partners. I was personally involved in devising and delivering the programme which has been held in Cambridge, London, New York, Paris and Shanghai.

Transition to LLP  
Status and  
Transparency:

I have overseen the firm's transition to Limited Liability Partnership. This was accompanied by a decision to publish the firm's annual results in a manner similar to that applicable to a public company. This has involved a significant cultural change as well as an overhaul of the firm's systems and structures to enable it to report effectively and consistently.

CSR:

I have been centrally involved in creating and implementing a consistent corporate responsibility programme across the firm. This has involved a review of the firm's values, a survey of the opinions of staff, articulation of a series of policies and transparent publication of the firm's position. The firm has taken a leadership role within the profession in its adoption of clear CSR objectives. The firm has pioneered a ground breaking scheme under which additional interest earned through consolidation of client account monies is given to a charitable trust which supports law centres.

Thought leadership:

I have introduced a programme of seminars and articles designed to give the firm a position of thought leadership within the profession. The programme has covered the liberalisation of the profession, the financing of law firms, the measurement of success for law firms and the development of corporate responsibility within the legal profession. These have proved to be popular with firms throughout Europe and have provided a platform from which the firm has developed its own thinking.

## External Interests

- Patron of White Lodge Centre, a charity which supports disabled children in Surrey.
- Member of the Northern Ireland Integrated Education Fund Campaign Council.
- Legal Aid: member of the committee advising Lord Carter on his report prepared for the DCA in 2007 on the procurement of legal aid.
- Member of Ministry of Justice Sentencing Commission Working Group which examined the feasibility of a structured sentencing framework in England and Wales in 2008.
- Fellow Commoner of St. Catharine's College, Cambridge
- Honorary Bencher, Inner Temple

**Personal Details**

Full Name: Guy Gibson Beringer  
 Address:  
 Tel:  
 Email:  
 DOB:  
 Family:

**Education & Qualifications**

- **School:**  
Campbell College, Belfast
- **University:**  
St Catharine's College, Cambridge  
MA in History
- **Professional:**  
Admitted as a Solicitor 1980

**Interests**

Rugby - won two blues at Cambridge and played for 10 years at London Irish, one year as club captain. Played for Ulster for two years.

Golf - enthusiastic but high handicap golfer.

Singing - keen amateur choral singer.

Ecclesiastical History - student of Anglican church history.