

TBD

Q2 2024 RESULTS

**THE TOP LEGAL
Linkedin FLUENCERS**



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AN INTRODUCTION TO THIS REPORT

At the heart of this report is a simple quest: to have lawyers speak to their audiences better. It's what has driven me in this profession for the past 25 years.

LinkedIn is used by hundreds of millions of business professionals every week, and it's the most complete set of CRM data in a single place that the world has ever known. Equally, LinkedIn is a learning platform, a publishing platform, one that encourages you to find groups, a source of and place to surface testimonials, a talent platform, a research tool, an alumni platform, a place to extend your working relationships, and one on which to remain front of mind with less regular clients and contacts.

Ask not "Should I be on LinkedIn?" and instead ask "How should I be on LinkedIn?"

The 100+ voices from the UK's legal sector that we have highlighted here are an inspiring bunch of lawyers and business professionals who have taken up the gauntlet and run with it. That's something to celebrate as we contemplate a future in

which relationship marketing will be ever more important. Congratulations if you made the list this quarter. You've earned it.

And if you want to be ranked next quarter, please be inspired by Emma Mack's interview.



Simon Marshall
CEO, TBD Marketing

Please note that some of our Q1 findings have been retrospectively updated as we found more people that we should have ranked and grabbed their prior posts too. Nothing takes away from your official ranking last quarter, but we've revised the findings to accurately reflect the reality at the time.



HOW DID THE LAST REPORT PERFORM?

10,000+

likes

Over

150 REQUESTS

to join this quarter's list

Over

1.5M

impressions

Over

200 NOMINATIONS

for this quarter's list

HOW DID THE LAST REPORT PERFORM?

...and over

100 FRAMES ISSUED

KEY STATS AND LESSONS LEARNED

MOST OVERALL COMMENTS:

MARK STEPHENS CBE - 4,897



MOST OVERALL LIKES:

ILANA KATTAN - 36,555



FIRMS WITH THE MOST
PEOPLE IN THE **TOP 100**

(ALL OF THESE HAD FIVE PEOPLE IN THERE)

CLIFFORD
CHANCE

A&O SHEARMAN

DLA PIPER Hogan
Lovells

HIGHEST AVERAGE COMMENTS
FOR 10 OR MORE POSTS:

**AZIZ DEEN - 60.75
COMMENTS PER POST**

(ALTHOUGH SPECIAL SHOUT OUTS TO SOPHIE WARDELL AND AMELIA PLATTON,
BOTH OF WHOM GOT 52 COMMENTS PER POST ON AVERAGE, OVER MORE
POSTS THAN AZIZ.)



SIX INDIVIDUALS



GOT OVER 10,000 LIKES THIS QUARTER

HIGHEST AVERAGE LIKES:

**JASON FENG WITH A FRANKLY
AMAZING 971.65 LIKES PER
POST THIS QUARTER.**



It would take a working week reading at **200 words per minute** to read all the posts from the top 100 voices from the past quarter (actually 37 hours, 41 minutes and 12 seconds).

On average, your best post of the quarter is going to be responsible for **25-30% of all your likes and comments** - which means that you are panning for gold.

THE METHODOLOGY

First, we already had a list of around 1,100 legal influencers and added in 600 more people who were recommended/nominated. We also tried to make sure that we had looked at at least ten voices for every top 200 UK law firm.

We also included the firms' leaders and added in the leading independents and barristers.

The rules for inclusion are that each of the listed people makes the various lists if they:

- work at a top 200 UK law firm;
- work at an SRA-regulated UK law firm;
- work at a barristers chambers; or
- lead a top 200 UK law firm.

Among these 1,400+ individuals, we then ranked the best-performers across the tens of thousands of posts purely on the basis of their total likes and comments per quarter.

We used a simple sum this quarter: total likes plus 4* total comments.

We call this your power score.

We'd love to rank more leaders, indies and barristers next quarter - so please nominate yourself/your friends and contacts.

TOP 20 POSTS

- **Three of the top six posts are by Jen Shipley**, and they account for almost 50% of all her likes and comments this quarter
- Five of the top six posts are **by women**
- The other two posts by women are by **Emma Mack and Maryam Dean** about inclusion and disability awareness
- Twenty posts scored enough to get the author ranked even if it was the only post they did this quarter (which is what Paman Singh achieved – **a top 100 ranking with just one post!**)
- Jen Shipley's top-placed post also got the **most comments overall this quarter** (special mention to Aziz Deen's ninth-placed post, which got more than twice as many comments (477) as it got likes (203))

TOP 20 POSTS

01

POSTED BY

Jen Shipley

POWER SCORE

8,267

LIKES

5,991

COMMENTS

569

WHAT WE LOVE ABOUT THIS POST IS...

“

The support. It's abundantly clear Jen has an extremely supportive network, who join her in celebrating such fantastic news. The positive sentiment of the comments reflects Jen's character, and the positive light she is seen in by her peers.

”



Jen Shipley

Senior Associate Solicitor at Irwin Mitchell Solicitors specialising in Medical Negligence and...
Tmo

Some news...

Our 🌈 baby due December

It's important for us to acknowledge that our journey to this point has not been easy. We're thinking of all those who are going through baby loss or fertility struggles ❤️



[VIEW THE POST HERE](#)

TOP 20 POSTS

02

POSTED BY

Maryam Dean

POWER SCORE

6,962

LIKES

6,002

COMMENTS

240

WHAT WE LOVE ABOUT THIS POST IS...

“

Openness and honesty, which not only develop the perspective of the reader, but also prove useful to individuals in similar positions. Maryam shows her authentic self, someone facing these challenges on a daily basis, which in turn encourages people with similar disabilities to approach things the same way.

”



Maryam Dean
Trainee Solicitor at IBB Law LLP
1mo · Edited

I am a trainee solicitor with multiple sclerosis and my first thought when hearing the diagnosis at 21 was I can't do a training contract! What a thought to have during your LPC, right??

Jumping from legal support roles, applying for training contracts and filling in the beloved 'mitigating circumstances' section can be utterly draining. It made me question if there was any point - I can barely walk in a straight line, how can I expect to be a solicitor? Year after year I received the dreaded rejection email, but year after year I continued trying.

The one thing people don't expect to see from someone with a disability is determination. Yet, when I received those rejection emails, I didn't let it diminish my hope. I continued on and got my dream job.

A year on as a Trainee Solicitor with [IBB Law](#) I can see how my disability has provided a unique perspective when talking to clients and colleagues: it has fostered empathy and resilience, which are essential qualities in advocating for others. Embracing diversity and inclusion enriches our profession and strengthens our ability to serve clients effectively, as well as allowing us to learn from our brilliant colleagues with different backgrounds. I would like to thank my [IBB Law](#) colleagues on that point for embracing and supporting such diversity.

Let's continue to break barriers and create a more inclusive legal community together!
[#DisabilityNotADisadvantage](#) [#LegalSuccess](#)



[VIEW THE POST HERE](#)

TOP 20 POSTS

03

POSTED BY

Justin Farrance

POWER SCORE

5,714

LIKES

5,258

COMMENTS

114

WHAT WE LOVE ABOUT THIS POST IS...

“

A very powerful post clearly highlighting some of the common experiences of LGBTQ individuals, things which many people don't experience or often think about. The post effectively emphasises the subject matter at hand.

”



Justin Farrance

Global Diversity at A&O Shearman | Lawyer | Charity Founder
4w

We often check who's around us before holding hands.

We often book twin rooms when abroad, 'just in case'.

We often think twice before dressing in an expressive way.

We often look over our shoulders before saying goodbye.

We often go on dates, but try not to make it too obvious that we're on dates.

And for many in the community, so much more.

Homophobia, transphobia and all forms of hate have no place in society or our workplace. I'm privileged, able to use my voice and have access to a support network. Many others do not.

When people ask why we 'need Pride month' - headlines like this are why.

BBC NEWS

Home UK World Business

21 May 2024

A man was knocked unconscious and suffered a broken jaw after holding hands with their fiancée in Cardiff.

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Jen Shipley

POWER SCORE

5,248

LIKES

4,732

COMMENTS

129

WHAT WE LOVE ABOUT THIS POST IS...

“

The relatability of Hugh Grant to anchor a legal term/concept. This means people outside of the legal sector can understand and engage with the content, with Hugh Grant as the common denominator of interest. I also really love the ending: "You don't need me to explain... I'll let Hugh. See screenshots below", so real!

”

04



Jen Shipley

Senior Associate Solicitor at Irwin Mitchell Solicitors specialising in Medical Negligence and...
2mo · Edited

As a litigation lawyer, I never thought I'd read the words "Hugh Grant" and "Part 36 offer" in the same sentence

But here we are

The law is lawing!

What a time to be alive

You don't need me to explain the consequences of a Part 36 offer - I'll let Hugh. See screenshots below 📷



Hugh Grant @HackedOffHugh

News Group are claiming they are entirely innocent of the things I had accused the Sun of doing - phone hacking, unlawful information gathering, landline tapping, the burglary of my flat and office, the bugging of my car, the illegal blagging of medical records, lies, perjury and

deny tested in court.

26 543 75K 641K



Hugh Grant @HackedOffHugh · 19h

But the rules around civil litigation mean that if I proceed to trial and the court awards me damages that are even a penny less than the settlement offer, I would have to pay the legal costs of both sides.

101 1.1K 8K 839K

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Emma Mack

POWER SCORE

4,627

LIKES

4,135

COMMENTS

123

WHAT WE LOVE ABOUT THIS POST IS...

“

Emma's approach to bringing a thought to light and to life is great; the messaging is something many of us may have noticed or thought about. This post is great because it brings a 'back-of-mind' thought to the forefront of our consciousness, and it's clear from the comments that it resonated with many people.

”

05



Emma Mack
Disputes lawyer
1mo



I've started to see a trend in law in London.

Male solicitors, who are **#dads**, making deliberate and considered career choices not to chase the money, the promotion or the title.

Not because they aren't able. They are flipping talented at what they do.

But because they want to be present for their child(ren) and partner.

It's really beautiful 😊

That's all. That's the post.

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Jen Shipley

POWER SCORE

3,184

LIKES

1,876

COMMENTS

327

WHAT WE LOVE ABOUT THIS POST IS...

“

Its simplicity: it gives way to the comments, and lets Jen's rapport shine. It's clear Jen has made a big impact on those she has worked with, as is evident from all the positive engagement on such a simple and stripped-back announcement post.

”

06



Jen Shipley

Senior Associate Solicitor at Irwin Mitchell Solicitors specialising in Medical Negligence and...
3mo

Absolutely delighted to announce my promotion to Senior Associate Solicitor at [Irwin Mitchell](#) effective from 1 May 🎉

Very excited to get started in my new role and looking forward to my future career at the firm.

Congratulations to my colleagues who have also been promoted!

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY
Jason Feng

POWER SCORE
3,064

LIKES
2,836

COMMENTS
57

WHAT WE LOVE ABOUT THIS POST IS...

“

That it's extremely well thought-out and reader-centric. As simple as it needs to be, with pure value conveyed in a digestible format. The visual aid is great in furthering the post's messaging.

”

07



Jason Feng
How-to guides for junior lawyers | Construction lawyer
Zimo

As a junior lawyer, I probably spent 500+ hours writing research memos. If you're starting out, here's an example research memo and some tips I've learned to structure and write these things:

1. Introduction (section 1)
This is where we state the exact question that this research memo is answering. It's also helpful to provide enough context so that somebody who may not be involved in this matter can understand what's going on.
For complex legal questions, I would write this out and confirm with my supervisor before diving into the legal research.
2. Executive Summary / Answer(s) (section 2)
This sets out the answer(s) to the question. It should be written so that a reader can get the answer and the recommended next step(s) by reading just the Introduction and Executive Summary.
The remainder of the memo is there to explain the reasoning behind the answer if the reader wants to know more. It's also helpful to list out what is explored in the rest of the memo (i.e. mini table of contents).
3. Body (sections 3 to 7)
This is where we set out the relevant factual background (if known), key assumptions (if any), and detailed legal analysis.
It's hard to give tips on getting to the right answer (it really just depends on experience, time and brainpower), but a general rule is to make this a standalone document with maximum readability by:
 - extracting the key statutory sections / case law quotes into the memo;
 - using clear and logical defined terms;
 - using subheadings to guide the reader; and
 - proper formatting (e.g. bold / underline to direct attention, italics for quotes, and using paragraphs).
4. "Moving Forward" / Next Steps (section 8)
Here we can restate the answer to the question and, more importantly, our recommended actions following this memo. Even if we're not strictly correct with these next steps, it shows we're thinking beyond the immediate task and it's a good way to stay involved in the matter beyond the discrete task when checking back with our supervisor.
5. Footnotes
Here's where we make use of those hard-earned legal citation skills from law school. The key is to be specific (i.e. section numbers and paragraph references) so that the reader can immediately pinpoint the relevant parts of the case / statute you're referring to.
In presenting the memo, it's also handy to attach the key cases / statutes that our research memo is based on.
Anything else you'd add?

Btw, if you're a junior lawyer looking for practical career advice - check out the free how-to guides on my website and join my mailing list.
You can stay updated by sending a connection / follow.

I also provide law firms and in-house teams with practical junior lawyer training. If you'd like more info, please send me an email or message.

#legalprofession #lawyers #lawschool #lawstudents

Example Legal Research Memo - www.practisinglaw.com.au - 8 pages

VIEW THE POST HERE

TOP 20 POSTS

POSTED BY

Jason Feng

POWER SCORE

2,348

LIKES

2,132

COMMENTS

54

WHAT WE LOVE ABOUT THIS POST IS...

“

How it's relevant to any entry-level role, and even to higher levels of seniority. It features useful information that we can all benefit from, laid out in a super-digestible and well-thought-out way.

”

08



Jason Feng

How-to guides for junior lawyers | Construction lawyer

3w

As a junior lawyer, I was told to "take ownership" of the work but didn't get much guidance on what it actually meant.

In case it helps, here are some key actions that junior lawyers can take to demonstrate this:

1 Correspondence

When you're copied into email chains with clients, offer to do the first draft of the document / task / email response instead of waiting for it to be delegated to you.

You can also ghostwrite draft emails* (from instructing lawyer to client), instead of sending internal emails (you to instructing lawyer) that they'd need to redraft for the client. Include notes where you have questions / assumptions.

2 Project management

Keep track of key dates and the next actions that would follow your immediate task and check if you can help out with those next actions too. If you're not sure, just ask!

"Thanks for getting me to help out with this task. I'd love to stay involved in the matter but I haven't worked on this sort of project before. Would you mind walking me through the next steps and where somebody with my experience could assist?"

Also, if you're waiting for a senior lawyer to review your work and it's approaching a deadline, give them a reminder.

"Hi, just wanted to remind you that we need to send out that advice on Friday. I send you a draft on Tuesday. Please let me know if there's anything I should amend, or if you'd like me to send it again."

3 Provide solutions, not problems

If you identify a problem with a task / matter, take some time to think about a potential solution instead of just passing the problem to your supervisor.

"As I was [doing this task], I found that [Step 2] wasn't working because of [reason]. I think we can still achieve the same result if we do [potential solution]. Do you think that would work?"

4 Be prepared to challenge instructions

The ultimate goal is to achieve the client's desired outcome, not to perfectly follow instructions that may be flawed. If you see an issue with your instructing lawyer's (or the client's) instructions, speak up and be prepared to offer an alternative.

5 Understand the business side of things

Doing the actual work isn't the whole job. Take some time to learn about the budget for the matters, your hourly rates, what to write in your billing narratives, how each client likes to communicate (phone calls, emails, client portal uploads), and who the client needs to report to / get approval from.

6 Communicate leave and coordinate handovers

When you take leave – communicate in advance, check with your team to see if there is coverage, and give your team proper handovers for matters that might continue during your leave period. Sending a calendar invite for your leave period and preparing handover notes* can also be helpful.

* I've written guides on the asterisked things. Let me know in the comments if you'd like a link.

*What else do you think junior lawyers can do to demonstrate that they're "taking ownership" of their work?

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY
Joel Shen

POWER SCORE
2,143

LIKES
1,687

COMMENTS
114

WHAT WE LOVE ABOUT THIS POST IS...

“ The diversity a country can have within its own borders; something many don't often consider outside of their home country. We learn more about Malaysian culture and what it means to Joel. This helps show LinkedIn isn't about work, it's about people, and our lives are formed of so many interests outside of the work environment. ”

09



Joel Shen
Lawyer | Connector | Educator | Investor
1mo · Edited

This is the best chart I've seen this week, and I can't believe I've never come across this resource before!

KOMPAS GRAMEDIA has published a lovely article entitled "satu dalam soto" (lit. unity or oneness in soup).

Soto is a soup that many consider to be **#Indonesia's** national dish, and is one of my absolute favourite Indonesian dishes.

Soto is so beloved, in fact, that **CNN** named soto ayam one of the world's best soups last year, and regards it as the "culinary pinnacle" of chicken noodle soup.

"Spices such as fresh turmeric, star anise, cinnamon, lemongrass and lime leaves combine for deeply layered aroma and flavor, with the jammy yolks of soft-boiled eggs to add extra richness".

My favourite thing about soto ayam, though, is that every part of Indonesia has a local version of this dish (as you can see from the chart in the Kompas article):

1. Ambengan, a neighbourhood in Surabaya, is famous for a version that is topped with koya (powdered shrimp and garlic crackers).
2. Banjarmasin, in South Kalimantan, serve theirs with perkedel kentang (potato croquettes) and ketupat (rice cakes).
3. Lamongan, in East Java, also serve theirs with koya, but thicken their soup with candlenut.
4. Medan, in Sumatra, thicken their broth with coconut milk.

Soto ayam is also "beloved in **#Singapore**, **#Malaysia** and in faraway Suriname in South America, where the recipe arrived with Javanese immigrants".

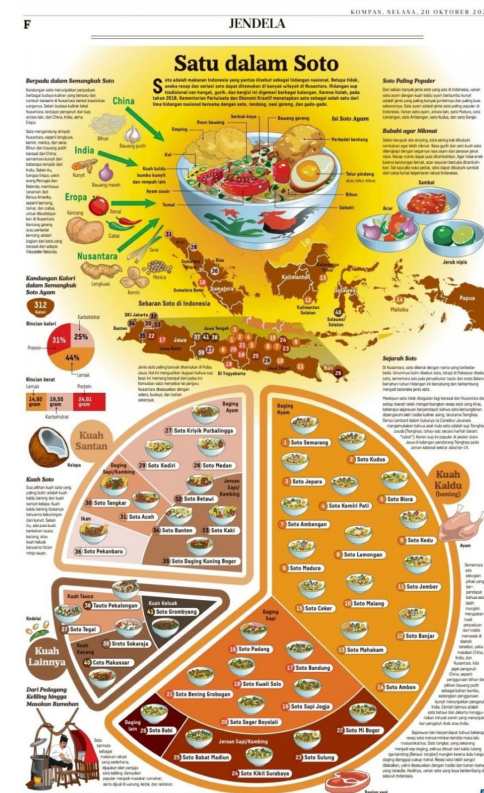
CNN recommends that we eat soto ayam "topped with fried shallots, fresh limes and a fiery scattering of sliced red chiles", but I prefer to substitute the sliced red chiles for a dollop of sambal, and also add a few crushed emping or belinjo crackers for texture and a subtle bitterness.

It has been raining heavily in Singapore this week, which makes it the perfect weather for soto, so I think I might go soto-hunting this weekend. Any recommendations from my Indonesian friends?

You may access the Kompas article and CNN's list via the links in the comments.

Image and artwork, copyright of Kompas.

*** Image and artwork, copyright of Kompas.



[VIEW THE POST HERE](#)

TOP 20 POSTS

10

POSTED BY

Jason Feng

POWER SCORE

2,119

LIKES

1,875

COMMENTS

61

WHAT WE LOVE ABOUT THIS POST IS...

“

How Jason's focus here is utility; he is making something easier for junior lawyers based on his own personal experience. This is what positive information-sharing should look like - super tight, well put together, and created with the reader in mind.

”



Jason Feng

How-to guides for junior lawyers | Construction lawyer
1mo

As a junior lawyer, document formatting is something that (1) we're expected to be able to do well, and (2) really sticks out if it's not done properly.

Here are 6 Microsoft Word functions that help me format contracts quicker / better:

- Styles
- Automatic cross referencing
- Formatting marks
- Paintbrush tool
- Keep with next
- Special paste options

Anything else you'd add? If you found this helpful, please let me know or share!

Btw, if you're a junior lawyer looking for practical career advice - check out the free how-to guides on my website. You can also stay updated by sending a connection / follow.

[#lawyer](#) [#lawyers](#) [#lawstudents](#) [#legalprofession](#)

How to format contracts and other legal documents - 17 pages



VIEW THE POST HERE

TOP 20 POSTS

POSTED BY

Aziz Deen

POWER SCORE

2,111

LIKES

203

COMMENTS

477

WHAT WE LOVE ABOUT THIS POST IS...

“

The simplicity. It gives way to the subject matter at hand; connecting people (which is what LinkedIn is all about). Bringing people together is exactly what The Association of Muslim Lawyers UK is doing, and it's great to see so much engagement by way of people looking to support the programme.

”

11



Aziz Deen

Islamic Finance Solicitor at Foot Anstey LLP
2mo

Do you want to be mentored by a practicing lawyer?

Do you want to mentor underrepresented lawyers from all backgrounds?

If so, comment "Yes" below because you will shortly receive an application form for this year's Legal Guides mentoring scheme run by [The Association of Muslim Lawyers UK](#).

The scheme has connected well over 300 mentors and mentees to date and has resulted in participants securing vacation schemes and training contracts!

Mentorship really does work and I am pleased to say that [Foot Anstey LLP](#) can count Legal Guides alumni on it's list of recent hires including one NQ and two trainees!

The scheme is open to people of all faiths and ethnicities from underrepresented backgrounds.



[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Mason Sherman

POWER SCORE

2,064

LIKES

1,872

COMMENTS

48

WHAT WE LOVE ABOUT THIS POST IS...

“

How it was based on another young person sharing experiences, prompting Mason to do the same. It's great to see young people encouraging and offering perspective to other young people, and changing perceptions not only for young people but for their more senior colleagues and peers.

”

12



Mason Sherman
Learning & Development @ Linklaters | Top 50 Legal LinkedInfluencer | Ex-GB Athlete | DE&...
2mo

I started working at a Magic Circle Law Firm at 21.

I was at the time one of the youngest people in the firm. I joined with no degree, my three A-levels and experience working part-time for an ed tech company.

After seeing [Oscar Hoyle's](#) post (do check it out) around perception of age and ability I knew I had to share my experience.

The stereotype between age, ability and education really does baffle me; more importantly it discourages people's ambition.

The reality is that success doesn't have to be a degree.

Without a degree at 21 I was:

- Managing six figure budgets for programmes;
- Assisting with Facilitating professional development talks for clients;
- Co-Chairing a committee at the firm to steer change on a topic I'm passionate about.

So, next time you question someone's ability due to their age and experience - take a look at myself.

[#youngprofessional](#) [#genz](#)



[VIEW THE POST HERE](#)

TOP 20 POSTS

13

POSTED BY

Megan Gray

POWER SCORE

1,965

LIKES

1,293

COMMENTS

168

WHAT WE LOVE ABOUT THIS POST IS...

“

The approach - tackling an important subject matter with such a bold tone (as it should be).

”



Megan Gray

ESG Knowledge Lawyer (from US Capital Markets Senior Associate) | Mom | Advocate
2mo

HOW CAN A FIRM POSSIBLY ACHIEVE GENDER BALANCE AT PARTNERSHIP LEVEL IF IT IS NOT WILLING TO MAKE SPACE FOR WOMEN TO SHOW UP AS MOTHERS?

This is the question I intend to keep asking.

It's the question I reflect on for [Law.com International](#) in the context of my personal story, which I share solely in the hope it will make a difference. That one day someone in a position of power at a law firm will read it and think: enough is enough; we really must do what we say and make the changes that are really needed and will really allow for women to stay and be promoted to partnership in equal numbers to men, just like how they entered the firm.

May we know the impact of our words.

May we extend the grace to others we would like ourselves.

May we live up to the promises and commitments we make.

May we open our hearts and minds to change.

[#womeninlaw](#) [#genderequity](#) [#lawyermom](#)
[#womeninleadership](#) [#genderequality](#) [#futureofwork](#) [#motherhoodpenalty](#) [#wellbeing](#)
[#dei](#) [#esg](#)



Megan Gray, Courtesy photo.

EXPERT OPINION

Lawyer, Mother and

emotional strength and endurance motherhood requires.

The reckoning came on the second night after my daughter was born, when I was awoken from a deep sleep by her cries and began to breastfeed her. I realized in that moment my life would never be the same. I now had the awe-inspiring privilege and unrelenting responsibility of looking after this little human.

The near-smugness I previously felt toward

emotional strength and endurance motherhood requires.

Early on in the depths of all-consuming, all-hours caregiving, I began to reflect on how my job was similarly all-consuming and all-hours. Even with intended childcare, I could not compute how I could do that job and also this job. Mothering is a full-time role, at least emotionally, if not also physically, practically, logistically, mentally and spiritually.

(which was not merely revealed, most of my energy, time and emotional capacity went into it, as it seemed to require.

I worked hard to get to where I was. There are no lawyers in my family and nothing was handed to me. I wanted to be a lawyer since I was seven; every day of law school I felt joy and gratitude in equal measure.

I never wavered in my dedication to my job, eventually becoming the most senior associate in my team. I believed I was on

motherhood. It didn't cross my mind the firm would say no.

When the no came, it was a potent mix of confusion, outrage, +2 and shock. No one was listening to what I, as the woman the firm said it wants to retain, needed in order to be retained. I felt a swirl of questions like does the firm actually not care, am I really this dispensable, what was

VIEW THE POST HERE

TOP 20 POSTS

POSTED BY

Jason Feng

POWER SCORE

1,840

LIKES

1,668

COMMENTS

43

WHAT WE LOVE ABOUT THIS POST IS...

“

Its relevance to the legal sector, but also how it applies to and is useful to the working world in general. Very clear and digestible (true Jason Feng style).

”

14



Jason Feng How-to guides for junior lawyers | Construction lawyer
1mo

Lawyering got a lot easier after I developed some 'start of day' and 'end of day' routines.

If you're looking for some ideas, here's what I find helpful:

Start of Work Day

- 1 Do something for yourself before working for someone else (e.g. exercise, fun reading, nice breakfast, watching an episode etc.)
- 2 Quick skim through email inbox and voicemail for emergencies and easy tasks (the ones that take <2 minutes).
- 3 Batch and finish the easy tasks then move onto priority tasks. Other / new tasks go into the task manager / to-do list and can be worked on afterwards.

End of Work Day

- 1 Enter in time (a daily 5 minute calendar reminder helps build the habit).
- 2 Check in documents that you had open during the day (no more late night Partner teams messages telling you to check in the doc).
- 3 Check your calendar for meetings etc. tomorrow.
- 4 Identify priority task(s) for tomorrow and block out time in your calendar to do them (preferably earlier in the day).

Btw, if you're a junior lawyer looking for practical career advice - you might want to check out the free how-to guides on my website.

You can also stay updated by sending a connection / follow and clicking the 🔔 on my profile.

[#lawyers](#) [#lawfirms](#) [#lawstudents](#) [#legalprofession](#)

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Ahmed Choudhry

POWER SCORE

1,837

LIKES

777

COMMENTS

265

WHAT WE LOVE ABOUT THIS POST IS...

“

The support, people showing up to offer congratulations to Ahmed for his career progression. The positive support in the comments says a lot about his character and the impression his peers have of him.

”

15



Ahmed Choudhry

Partner (Global Financial Markets) at Clifford Chance (AS&H Clifford Chance, Riyadh)
2mo

Honoured to announce that I will be joining the [Clifford Chance](#) partnership on 1 May. Huge thanks to my amazing family, colleagues and clients for all your support. I look forward to the next chapter!

[#WhereBrightMindsMeet](#)



[VIEW THE POST HERE](#)

TOP 20 POSTS

16

POSTED BY

Caleb Adebayo

POWER SCORE

1,816

LIKES

1,648

COMMENTS

42

WHAT WE LOVE ABOUT THIS POST IS...

“

How simple yet wholesome it is. LinkedIn is about people, and this post is the perfect example of that.

”



Caleb Adebayo
Associate, A&O Shearman LLP
Zmo

Bumped into Nigeria's chess king today in between UN meetings and an African Union side event.

Tomorrow at Times Square, [Tunde Onakoya](#) will attempt to break the Guinness World record for the longest chess marathon for 58 hours without losing. He is doing this not just for himself, but to raise awareness and support for the work they do at [Chess in Slums Africa](#).

If you can come out tomorrow to support, please do.

More details here: <https://lnkd.in/gJmwhJN>

Wishing you all the best tomorrow, Tunde. Godspeed!



[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Amelia Platton

POWER SCORE

1,799

LIKES

1,451

COMMENTS

87

WHAT WE LOVE ABOUT THIS POST IS...

“

Amelia's storytelling; it's an extremely vivid account, founded upon a very important message. It's emotionally and intellectually provocative, so it's clear to see why the post got such a (positive) reaction.

”

17



Amelia Platton
Trainee Solicitor/C Clifford Chance - The ND Lawyer Project - @NDlawyerproject (insta) - Aut...
Timo - Edited

As an autistic 8 year old, I cried hysterically because I forgot where to stand on the stage in my school's rendition of Alice in Wonderland (I played a card but I took my role very seriously). My brain couldn't cope with the confusion in that stressful moment.

At 14, I upset someone by mentioning that they had eaten four cupcakes that day, and I couldn't understand why they took offence to a literal statement (which was all it was to me). I missed school for 2 days.

At 18, a customer aggressively told me their latte was in fact a cappuccino, leading to 15 minutes of crying in the bathroom (a mixture of rejection sensitivity and not being able to deal with aggression).

At 21, I failed to introduce myself on a work call and phoned my parents the next day telling them what my plans were if I was fired, because I felt so bad at the job after that that it felt inevitable.

At 25 (a mere 3 months ago), I sat alone at a networking event, too nervous to talk to anyone, and cried like a baby on the tube home.

The point is that I'm sensitive (with a tendency to catastrophise). But I'm not embarrassed about any of these reactions.

My reactions don't often imply what you might think—I'm actually quite resilient. They don't signify giving up; if they do, it's likely because I've been left with no other choice.

What you may not realise about neurodivergent reactions is that they are much more than a product of the immediate circumstances. It includes:

- * sensory overwhelm in most environments;
- * difficulty processing emotions and rejection sensitivity;
- * constant misunderstanding;
- * exhaustion from masking behaviors;
- * the need to justify our existence;
- * struggles to access most services;
- * untreated mental health conditions and self esteem issues from always feeling not good enough;
- * difficulty with change;
- * gratitude for employment, yet loneliness and concerns about the future;
- * and more.

So before you jump to neurodivergent people being unreasonable, inflexible and overly emotional, simply knowing what happened in a triggering situation means you've probably understood about 1% of why that person is reacting.

Some tips if you do see an ND person reacting or getting upset:

- * avoid bombarding them with questions;
- * use clear and concise language;
- * minimise sensory stimuli and offer alternative stimulation;
- * refrain from touching or hugging without permission;
- * avoid giving instructions or explanations;
- * offer remote work or a change of environment if needed;
- * afterward, listen without judgment and understand there's more than meets the eye; and
- * collaborate to identify triggers and prevent future occurrences.

Most neurodivergent people have been more flexible, understanding and have exhausted themselves to accommodate neurotypical expectations than you would ever realise. Be kind, resilience doesn't look the same on everyone.

Photo: A picture of me at aged 8, because, unfortunately, I couldn't find the card pictures.

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Amelia Platton

POWER SCORE

1,739

LIKES

1,195

COMMENTS

136

WHAT WE LOVE ABOUT THIS POST IS...

“

How open and candid it is. There is no holding back, and Amelia is clearly speaking her mind (which we should all do more of on this platform).

”

18



Amelia Platton
Trainee Solicitor/C Clifford Chance - The ND Lawyer Project - @NDLawyerproject (insta) - Aut...
Trino

Social media is fake, so here are 10 things I struggle with as a neurodivergent trainee solicitor:

1. Sometimes I end up working through the night to finish things, not because I'm particularly busy, but because of my executive function difficulties.
2. I cry about work too much and I find it really hard to put things in perspective.
3. I love doing my advocacy work and running a neurodiversity group alongside. But I hate being used for things and it can often be exhausting. I've thought about shutting it all down more than I care to admit.
4. Sometimes I really dislike being autistic and how every little thing has to become a big deal. Equally, there are still many times where I wish I hadn't disclosed.
5. I don't have a lot of confidence in myself. I definitely don't love myself and this can have a really limiting effect on my life.
6. I either don't share at all or overshare. You're either getting my whole life story in response to "how are you?" Or "fine". I can't really tell what is appropriate for the situation.
7. I find it really hard to make connections for my actual job (I can, however, make 100s for my neurodiversity work).
8. I'm not very patient and I'm quite stubborn. I want change to happen yesterday and I find it hard when the solution seems so easy.
9. I've had some kind of mental health episode every year since I was 18.
10. If you ask me why I have achieved anything in life, I will always resort to luck.

#neurodiversityatwork #actuallyautistic #traineesolicitor

[VIEW THE POST HERE](#)

TOP 20 POSTS

19

POSTED BY

Amr Omran

POWER SCORE

1,732

LIKES

852

COMMENTS

220

WHAT WE LOVE ABOUT THIS POST IS...

“

The support it has garnered. It shows the impression Amr makes on others, all wanting to congratulate him on his success.

”



Amr Omran · 2nd
Counsel at Freshfields Bruckhaus Deringer
2mo · 🌐

I'm happy to share that I've been promoted to Counsel at [Freshfields Bruckhaus Deringer](#)!

Starting a New Position

[VIEW THE POST HERE](#)

TOP 20 POSTS

POSTED BY

Paman Singh

POWER SCORE

1,692

LIKES

772

COMMENTS

230

WHAT WE LOVE ABOUT THIS POST IS...

“

That it's a moment well worth celebrating, not only for Paman on a personal level, but for the Sikh community and legal sector. Paman is the physical representation of societal progression, so it's great to see the news brought to LinkedIn for people to celebrate.

”

20



Paman Singh - 3rd - Solicitor Advocate, Dual Accredited Specialist in Employment La...
Zmo · Edited ·

Follow ... #court #adr #mediation #arbitration #sikh #law #judge

There are many occasions in law that you achieve something or work towards a common goal, and it feels great. As I sit on a train, back up to Glasgow from London, I can't think of anything that I've done before now which tops it.

It was the inauguration of the Sikh Court at the Honourable Society of Lincoln's Inn today and I am completely humbled at being appointed as one of the Judges. Being able to sit as a Judge in this court and provide my professional skills to help parties in dispute is something that I do not take lightly. I'm buoyed by the fact that the Sikh Court is created with the parties at its heart, with detailed and in-depth training on mediation, arbitration as well as equal treatment of parties for the decision makers.

The Sikh Court will apply the law of the land, and Sikh Judges will have an arbitrator role, whilst the Magistrates will take on the role of mediators in the first instance. It's set up as a form of alternative dispute resolution to try and ease the burden on the courts and the costs and delays on parties, rather than a competing forum with its own laws and rules.

Although primarily designed to deal with disputes involving Sikhs I'm delighted that it is available to anyone from any background who wishes to explore ADR, that ties in squarely with the principles I try to abide by.

Seeing other Judges and Magistrates from around the country with a similar drive and passion to help makes me feel connected in a whole new way, I've sometimes struggled with being a bit of an outsider before. I'm not sure if I'll ever again experience that sense of communal purpose and drive to help that I did today.

It also helps to be at a Firm like **Weightmans**, where of course I'm expected to do my job and do it well for clients, but where there's such an environment of support to go and explore areas which you're passionate about, like this arbitration model for me, for example.

#court #adr #mediation #arbitration #sikh #law #judge

[VIEW THE POST HERE](#)

Q&A: EMMA MACK

WHAT MADE YOU DECIDE TO GET GOING ON LINKEDIN?

It all started earlier this year with a conversation with a friend who isn't in law. We were talking about how she was using LinkedIn. I gently called her out on some of her posts that I don't believe reflect her views. She quite rightly challenged me to do a better job, given I wasn't posting anything. I intended only to write two or three posts in different styles to see how I fared. Then I just continued. It turns out, it's quite fun! There are lots of thought-provoking ideas being exchanged freely and respectfully among professionals. What's not to love about that?

DO YOU FEEL LIKE YOU'VE FOUND YOUR GROOVE ON IT NOW?

Yes and no. I'm still exploring what to write about and how to express those ideas. I've also discovered that when I allow the tap to run, ideas flow steadily. When I post daily there's also insufficient time to overthink something that's ultimately not earth-shattering and will be water under the bridge in no time. I slowed posting for a while and found it much harder both to come up with ideas and to post with confidence.

DO CLIENTS EVER SAY ANYTHING ABOUT YOUR POSTS TO YOU?

I'm on client secondment so I don't have the usual engagement with clients to be able to comment fully. However, clients do comment on my posts and I've also had a number of direct approaches from new clients. More broadly, lots of colleagues and acquaintances mention my posts if we bump into each other. Many who encourage me haven't actively engaged with the posts, which is intriguing and a good reminder that my reach goes beyond visible engagement.

HAVE YOU FOUND REAL-LIFE NETWORKING EASIER AS A RESULT OF YOUR PROFILE ON LINKEDIN? HAS ANYONE SAID "ARE YOU EMMA MACK FROM LINKEDIN?"

LinkedIn is a great springboard for in-person networking, so I think it does make it easier. Or, it at least adds another string to the networking bow. LinkedIn can also be a conversation starter for people who I don't know well. If someone has seen a post of mine on a topic they feel happy talking about, they know I'll have something to add.

I used to think networking was about approaching people and selling myself. With LinkedIn, people approach me if they like what they see. That's easier - it's not all coming from me - and a softer sell, which sits more comfortably. On your second Q: Ha! No. But now you've said it, I'm tempted to get it printed on a t-shirt!

WHY DOES LINKEDIN WORK PARTICULARLY WELL FOR LITIGATORS?

I've many theories. One is that litigators tend to enjoy crafting words to bring the audience with them. Two, I'm biased but I think litigation is eminently interesting - plus people love to live a bit of courtroom drama vicariously. Three, the courts are often what spring to mind when people think about lawyers, despite there being a whole raft of other areas of practice. I think it feels familiar to many, whether inside or outside of law, and there are commonalities with other industries.

DID YOU HAVE ANY FEARS ABOUT BEING AUTHENTIC AND SHARING YOUR OPINIONS, THOUGHTS OR USING HUMOUR IN YOUR POSTS?

Yes and I still do. I aim to post responsibly but my tone isn't perfect. The fear isn't wholly unhelpful; it keeps you sharp. On a serious note, I see posts encouraging participation by saying "What's the worst that can happen? You don't get many likes?" but, ultimately, a lot of firms reserve the right to terminate an employee's contract for non-compliance with



social media policies. I expect more lawyers aren't posting because they feel that isn't a risk worth taking, even though they're highly unlikely to do anything egregious. I believe a middle ground can be struck.

HAS THE FIRM BEEN SUPPORTIVE OF WHAT YOU'RE DOING AND – ASSUMING IT HAS – WHAT LESSONS COULD OTHER LAW FIRMS LEARN FROM YOUR APPROACH?

Some people love it but social media is a disrupter and change isn't always comfortable, especially in a conservative industry. In addition, words are open to interpretation and that's harder to control without the benefit of body language/eye contact and hearing your voice, tone, delivery, etc. Ultimately, I'd like to thank my firm for its trust. I think the best approach for law firms is simple in principle: trust your employees to get it right most of the time. If or when they aren't pitch-perfect, understand that it's not the end of the world and that, overall and on balance, in my view more stands to be gained than lost.

WHAT'S THE MOST SURPRISING RESULT(S) THAT YOU'VE PRODUCED AS A RESULT OF YOUR POSTING ON LINKEDIN?

The biggest surprise was that I never expected to find such a warm, welcoming community of lawyers and other professionals. It feels like a great space to be in right now: collaborative, supportive, positive and respectful even if all views aren't shared. I've also been surprised that you don't have to write about law. More recently I've written about cauliflowers, pockets, hay fever and dads?! You couldn't make it up.

WHO'S YOUR FAVOURITE LEGAL SECTOR CREATOR ON LINKEDIN?

It's got to be the man, the mystery: William Peake. I've fangirled almost every post he's ever written. However, I like to follow a lot of different people on LinkedIn, across many sectors, industries and geographies. It allows for cross-pollination of ideas.

HOW MANY IMPRESSIONS HAVE YOU HAD IN THE PAST QUARTER, AND WHAT TIME OF DAY ARE YOU MOST LIKELY TO POST?

I've had over a million impressions in the last 90 days. Thanks to the guide that you (and TBD Marketing) produced last quarter, I aim to post shortly after 8am. Unless I'm abroad, have jetlag or need a lie-in.

WHICH DMS ARE THE MOST ANNOYING?

For a while I got a lot of DMs from strangers that just said "hi". Nothing more. It didn't annoy so much as bemuse me. I also sometimes get well-intended questions that are outside my wheelhouse, where the starting point might be to google it. The hardest part is finding a polite way to say that.

IF YOU HAD A £5K MARKETING BUDGET TO SPEND ON LINKEDIN, WHAT WOULD YOU DO WITH IT?

As my colleagues can attest, I enjoy planning events and bringing people together. So I'd organise a social and invite all my connections. I already have a space in mind! It would convert so many online connections into IRL relationships, which are the ones that really count. It wouldn't just be for me; it would give others a platform too. I did something similar recently within my firm, giving a literal stage to a wide selection of Disputes senior associates to get their face out there and develop internal connections. Also, Si - are you offering...?

WHICH OF YOUR COLLEAGUES WOULD TOTALLY SUCCEED ON SOCIAL MEDIA IF THEY TRIED?

Every single one of them. Really.

Emma Mack
Senior Associate
Clifford Chance

C L I F F O R D
C H A N C E

Q&A: SOPHIE WARDELL

WHEN DID YOU DECIDE TO START TO USE LINKEDIN TO SHARE POSTS AND WHY?

I joined LinkedIn way back in 2005, mainly using it as a recruitment tool. I only discovered the power of posting about 12 months ago when I wrote a post about alcohol and Christmas parties, which had over 122,000 impressions. I found it staggering and realised how much more I could do to with the platform to promote DEI, wellbeing and positive leadership.

WHY DO YOU THINK YOUR POSTS ENCOURAGE YOUR FOLLOWERS TO COMMENT AND ENGAGE?

I hope they find honesty in my posts as well as something human and relatable. I try to speak from the heart and, wherever possible, I acknowledge and reply to what they share back. I am always genuinely grateful.

HOW DO YOU KEEP THINKING OF NEW THINGS TO SHARE ABOUT?

In truth, my mind never stops, my family, friends and colleagues would all agree! I have found LinkedIn to be a source of great inspiration and I love to read; I find comfort in words.

HAVE YOU HAD ANY BREAKTHROUGH RESULTS AS A RESULT OF USING THE PLATFORM? HIRES? CLIENT WINS? INTRODUCTIONS?

The results are perhaps less tangible when you are not a lawyer. My intention has been to amplify the Higgs brand while sharing views and highlighting issues that affect many people. I have definitely been contacted by more journalists and writers of late. I have also been touched by some of the many messages I have received from strangers sharing their stories and their thanks. There are certainly more colleagues posting on LinkedIn than ever before; I wish to lead by example.

HAS THE FIRM BEEN SUPPORTIVE OF WHAT YOU'RE DOING AND – ASSUMING IT HAS – WHAT LESSONS COULD OTHER LAW FIRMS LEARN FROM HIGGS?

Very. The firm's culture is extremely supportive. In terms of lessons other law firms could learn? I know that some firms discourage lawyers from interacting with posts shared by competitor firms; I find that bizarre. We have so much to learn from each

other. It can also really benefit those early in their career by boosting their confidence and ability to network.

WHAT WOULD YOU SAY TO FIRMS/LEADERS/(BUSINESS PROFESSIONALS?) THAT ARE HESITANT ABOUT GETTING GOING ON LINKEDIN?

You are missing out. There is a very generous community on LinkedIn and being part of it enables you to connect with colleagues, clients, emerging talent and business partners across the world. The potential is almost limitless.

DO YOU GET INVOLVED IN TRAINING OTHERS ON HOW TO USE THE PLATFORM?

It is a work in progress at the moment; I am just willing there to be more hours in the day! Our Head of Digital, Michelle Hughes and I intend to drive this in the coming months.

WHO SHOULD WE KEEP AN EYE OUT FOR IN FUTURE? DO YOU HAVE ANY FUTURE SOCIAL MEDIA STARS IN THE MAKING?

Within Higgs, I think Pete Humpherson, Sasha Lloyd, Lauren Moulton and Reanne Upton are really flying the flag.

WHICH CREATORS WOULD OTHER LEGAL SECTOR PROFESSIONALS BE WISE TO FOLLOW?

I'm sure many will feature in the Top 20! In terms of rising stars, I would keep an eye on Fabian Murray, Charlie Moore, Emma Geale and Ines Ouadah. Each of them has a unique voice and important perspective. Alice Kinder also makes a significant and valuable contribution.

Sophie Wardell
People Director
Higgs LLP



Q&A: MARK STEPHENS CBE

WHEN DID YOU DECIDE TO START TO USE LINKEDIN TO SHARE POSTS AND WHY?

I don't claim any great prescience in 2008: I only joined LinkedIn because everyone else was joining too – (unusually for me) I followed the herd.

I wasn't looking for a job or anything – but I did think it would be a great way to connect with my global network across multitudinous time zones. To keep up with their doings and them with me.

LinkedIn fell into desuetude for me until my wife was diagnosed with terminal illness. I found the human need to (first) empty my brain of all that eclectic smorgasbord of thoughts that were circulating around in my noggin, before (eventually) finding sleep; and respite.

In the morning, before departing the reassuring warmth of my bed, I needed humour to embolden me just to face the day. But quickly friends and acquaintances piled in to build on my own comments. Often more wryly, more scratchily and more humorously than my own post. The sum of the parts was always 'the blue touchpaper' that launched a wiki-of-wonderful insights, ideas, comments and others thoughts: but on my timeline.

My timeline has become a place where contacts/connections express themselves thoughtfully, caustically, incautiously, ironically. And it's almost become funny when strangers (non-connections) drop by and their encounters can be wonderful, but often they just don't 'get it' – as is revealed in their comments. Most often not getting the context or running jokes.

In any public relations disaster, by tradition I (or I am prompted by my community) to place myself (ironically) at the centre of any disaster, (falsely) claiming credit (sic). In a recent post: "Pretty pleased with my first election as campaign adviser to the Conservative Party" elicited praise and thanks: from those mistakenly believing it was true. As well as engagement from my

network, building and adding to the incongruity.

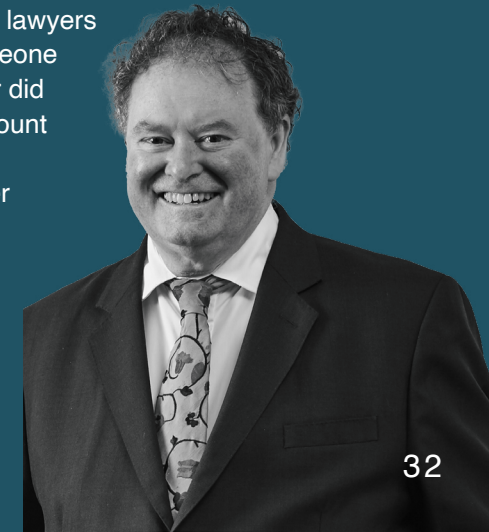
WHY DO YOU THINK YOUR POSTS ENCOURAGE YOUR FOLLOWERS TO COMMENT AND ENGAGE?

People recognise honesty. It adds verisimilitude to one's online persona. What you see is what I'm thinking about. Unfiltered. Engaging, a hedonistic mix of the intellectually curious.

How do you engage with the (not so humble) brag: "I'm thrilled to be ranked in the third tier of Legal 500 again this year"? How utterly banal. How dull. And (almost certainly) no insight into the poster's personality, individualism or what motivates or interests them. No insight into the person for their community or for potential employers. The race to insipidity is not one I wish to join. I wish to recruit thinkers with ideas. I want them to have opinions – I don't care if I share their views, but I do care if they can intellectually support their opinions and ideas.

If you value diversity – you have to genuinely appreciate and value diverse views and ideas. Otherwise, we recruit inarticulate vanilla'd clones. And let's face it: who wants to work in an office full of stale, pale, pusillanimous vanilla'd clones? Certainly, not me.

As if to make good the point, I'm one of the very few lawyers to have been suspended by LinkedIn. Because someone didn't understand a comment and reported me – nor did the LinkedIn reviewer get the reference. But my account was promptly restored after I rather laboriously dissected and explained UK references to our former Prime Minister, in (what I thought) a witty post – something about: "the only acceptable kind of Johnson-supporter" and discovering that we are all too often divided by a common language.



HOW DO YOU KEEP THINKING OF NEW THINGS TO SHARE ABOUT?

Each day, it's just the things I'm chatting about at the water cooler or over coffee, a drink or the dinner table.

HAVE YOU HAD ANY BREAKTHROUGH RESULTS AS A RESULT OF USING THE PLATFORM? HIRES? CLIENT WINS? INTRODUCTIONS?

Yes – I have had several six-figure mandates; as well as superb minds connect – people I didn't know before. People in the public eye often 'lurk'. But often feed back and comment via DM. Judges can be some of the most dry and acerbic wits in private.

It's OK to be true to yourself. And connections abroad often comment and build connections. If a lawyer I'm connected with in, (say) the US or Malaysia is engaging with me on their daily feed, I am at the forefront of their mind for today's referral.

DO YOU GET INVOLVED IN TRAINING OTHERS ON HOW TO USE THE PLATFORM?

I don't get much time to train others. But I do very firmly guide: BE YOUR AUTHENTIC SELF. If people don't feel an affinity with your content, then be happy that they have 'jogged on'. You cannot be all things to all people. To try is naught but a fool's errand.

And never ever connect to 'sell' services on LinkedIn – it's deeply unattractive.

WHO SHOULD WE KEEP AN EYE OUT FOR IN FUTURE? DO YOU HAVE ANY FUTURE SOCIAL MEDIA STARS IN THE MAKING?

Anyone authentic is invariably a good connection to make. Introduce yourself and explain why in the invitation note – invariably they will accept you into their network.

Mark Stephens CBE
Partner
Howard Kennedy LLP



TOP 100 FROM THE TOP 200 FIRMS



NO. 1 – ILANA KATTAN
HOGAN LOVELLS
Overall Power Score: 53,015
Q1 Rank: 2



NO. 6 – JUSTIN FARRANCE
A&O SHEARMAN
Overall Power Score: 16,945
Q1 Rank: 1



NO. 2 – JEN SHIPLEY
IRWIN MITCHELL
Overall Power Score: 39,172
Q1 Rank: 3



NO. 7 – SOPHIE WARDELL
HIGGS LLP
Overall Power Score: 13,277
Q1 Rank: 12



NO. 3 – MARK STEPHENS CBE
HOWARD KENNEDY LLP
Overall Power Score: 32,324
Q1 Rank: 4



NO. 8 – JON GREGSON
WEIGHTMANS
Overall Power Score: 11,247
Q1 Rank: 14



NO. 4 – JOEL SHEN
WITHERS LLP
Overall Power Score: 27,105
Q1 Rank: 7



NO. 9 – EMMA MACK
CLIFFORD CHANCE
Overall Power Score: 10,569
Q1 Rank: 199



NO. 5 – JASON FENG
HERBERT SMITH FREEHILLS
Overall Power Score: 18,406
Q1 Rank: 9



NO. 10 – CALEB ADEBAYO
A&O SHEARMAN
Overall Power Score: 7,948
Q1 Rank: 92



NO. 11 – JAMES QUARMBY
STEPHENSON HARWOOD LLP
 Overall Power Score: 7,820
 Q1 Rank: 10



NO. 16 – BEN GIARETTA
FOX WILLIAMS
 Overall Power Score: 6,934
 Q1 Rank: 61



NO. 12 – CHARLES MAXWELL
HOWARD KENNEDY LLP
 Overall Power Score: 7,457
 Q1 Rank: 32



NO. 17 – AMELIA PLATTON
CLIFFORD CHANCE
 Overall Power Score: 6,895
 Q1 Rank: 58



NO. 13 – BORIS FELDMAN
FRESHFIELDS BRUCKHAUS DERINGER
 Overall Power Score: 7,441
 Q1 Rank: 20



NO. 18 – PATRICK MCCANN
LINKLATERS
 Overall Power Score: 6,503
 Q1 Rank: 13



NO. 14 – MASON SHERMAN
LINKLATERS
 Overall Power Score: 7,349
 Q1 Rank: 63



NO. 19 – CHARLOTTE CLODE
FBC MANBY BOWDLER LLP
 Overall Power Score: 6,038
 Q1 Rank: 19



NO. 15 – MARYAM DEAN
IBB
 Overall Power Score: 7,286
 Q1 Rank: N/A (New Entrant)



NO. 20 – MATT SCHWARTZ
DLA PIPER
 Overall Power Score: 5,857
 Q1 Rank: 5



TOP 21 - 50

Q2 2024 RANKING	NAME	FIRM	OVERALL POWER SCORE	Q1 2024 RANK*
21	Emma Geale	Mills & Reeve LLP	5,443	175
22	Heledd Wyn	Ampa - Legal & Professional Services	5,431	11
23	Jacqui Rhule-Dagher	Hogan Lovells	4,892	42
24	Aziz Deen	Foot Anstey LLP	4,614	86
25	Paweł Sawicki	Bird & Bird	4,457	6
26	John Gibson	Kennedys	4,333	78
27	Yetunde Dania	Trowers & Hamblins	4,095	31
28	Walied Soliman, KC	Norton Rose Fulbright	4,032	70
29	Judy Selby	Kennedys	3,928	27
30	Jon Baines	Mishcon de Reya LLP	3,820	24
31	Rubina Ferreira	Taylor Rose MW	3,789	22
32	Akima Paul Lambert	Hogan Lovells	3,570	41
33	Sarah Jackson	IBB	3,553	55
34	Matt Skipper	Mills & Reeve LLP	3,453	103
35	Keeley Lengthorn	Taylor Rose MW	3,410	39
36	Megan Gray	Charles Russell Speechlys	3,272	33
37	Abdulhaq Mohammed	Trowers & Hamblins	3,250	99
38	Andy Reid MBE	JMW Solicitors LLP	3,197	49
39	Raymond Sun	Herbert Smith Freehills	3,184	16
40	Kristina Stiles	Leigh Day	3,147	29
41	Alesya Pavlynska	Hogan Lovells	3,140	44
42	Tom Platts	Stephenson Harwood LLP	3,105	26
43	James Stewart	Penningtons Manches Cooper LLP	3,009	72
44	Asma Iqbal	Chadwick Lawrence LLP	2,963	21
45	Pranay Lekhi	A&O Shearman	2,934	350
46	Breanna Needham	DLA Piper	2,932	22
47	Jayne McGlynn	DWF	2,931	472
48	Juliet Schalker	Debenhams Ottoway	2,899	502
49	Laura Hadzik	JMW Solicitors LLP	2,775	34
50	Cliff Fluet	Lewis Silkin	2,774	50

TOP 51 - 80

Q2 2024 RANKING	NAME	FIRM	OVERALL POWER SCORE	Q1 2024 RANK*
51	Jeanne Kelly	Browne Jacobson LLP	2,771	84
52	Eleonora Rosati	Bird & Bird	2,752	83
53	Paul Verrico	Eversheds Sutherland	2,739	66
54	Joel Vertes	CMS	2,709	318
55	Sir Robert Buckland KBE KC	Payne Hicks Beach LLP	2,684	28
56	Victoria Walker	Moore Barlow LLP	2,660	64
57	Michal Drwal	Clifford Chance	2,577	320
58	Eduardo Ustaran	Hogan Lovells	2,563	82
59	Victoria Giesecking	CMS	2,559	236
60	Angus Walker	BDB Pitmans	2,523	37
61	Wayne Grossman DipPFS	EMW Law LLP - B Corp Certified	2,516	224
62	Ffion Flockhart	A&O Shearman	2,464	281
63	Adam Rose	Mishcon de Reya LLP	2,398	38
64	Paul Dean	HFW	2,326	324
65	Darach Connolly	DLA Piper	2,321	413
66	Lucas Hobbs	Knights	2,313	94
67	Bonnie-Anne Phillips	Forbes Solicitors	2,313	106
68	Ben Townsend	Stewarts	2,298	111
69	John Andrews	JMW Solicitors LLP	2,279	74
70	Sigrid Jansen	A&O Shearman	2,256	546
71	Jonathan Whettingsteel	Dutton Gregory Solicitors	2,251	56
72	Waqas Hussain	Bird & Bird	2,180	25
73	Jolene Hutchison	Penningtons Manches Cooper	2,164	755
74	Nina Goswami FRSA	Clifford Chance	2,135	53
75	Tom Grogan	Mishcon de Reya LLP	2,050	704
76	Sohail Ali	DLA Piper	2,020	126
77	Anna Willetts	gunnercooke llp	2,005	89
78	Ahmed Choudhry	Clifford Chance	1,992	623
79	Ioana Knoll-Tudor	Addleshaw Goddard	1,982	102
80	Peter Mansfield	RPC	1,980	59

TOP 81 - 100

Q2 2024 RANKING	NAME	FIRM	OVERALL POWER SCORE	Q1 2024 RANK*
81	James Barrett	Travers Smith LLP	1,974	77
82	Joanna Lee-Mills	Ampa - Legal & Professional Services	1,967	60
83	Darryl Cross	Norton Rose Fulbright	1,949	75
84	Amr Omran	Freshfields Bruckhaus Deringer	1,935	400
85	Laura Hughes	Browne Jacobson LLP	1,929	304
86	Marco Mendola	TLT	1,928	53
87	Reena Parmar	Freshfields Bruckhaus Deringer	1,923	178
88	Shari Liby	Slater and Gordon	1,920	207
89	Stephanie Kerr CTAPS	Irwin Mitchell	1,887	130
90	Alex Gregory-Chialton	Dutton Gregory Solicitors	1,848	35
91	Chloe Lake	Wilson Browne Solicitors	1,832	110
92	Matt Hervey	Gowling WLG	1,817	46
93	Nick Gholkar	Ward Hadaway	1,755	544
94	Penelope Twemlow	Ashurst	1,751	138
95	Lloyd Rees	Freshfields Bruckhaus Deringer	1,726	109
96	George Grammer-Taylor	Clyde & Co	1,720	132
97	Vincent Keaveny CBE	DLA Piper	1,718	798
98	Tim Waldron	Dutton Gregory Solicitors	1,705	372
99	Paman Singh	Weightmans	1,692	409
100	Debra Cooper	Hill Dickinson LLP	1,692	80

*The Q1 rankings have been re-calculated to allow for the new voices, and so may differ slightly from the published Q1 report.

THE NEW ENTRANTS – WELCOME TO THE PARTY

There are seven new entrants to the top 50, out of 38 new entrants in total:

- Top of the pile is **Emma Mack**, who we'd spotted before but who set out her stall to rank this quarter and walked straight into the top 10.
- **Maryam Dean** came to the fore this quarter with her profile in the Law Society Gazette and disability representation. We'd love to see her continue her fine run of form.
- Setting her heart on getting ranked after spotting a colleague rank last quarter, **Emma Geale** is now ahead of all her colleagues but roots for them all in her posts and in her ideas as to who we should consider for the rankings. Get yourself a colleague who talks about you the way that Emma Geale cheerleads for her colleagues.

TOP 10 PEOPLE BY **HIGHEST GROWTH** (WHO NOW RANK IN THE TOP 25)



EMMA MACK
FROM 199TH TO 9TH



EMMA GEALE
175TH TO 23RD



CALEB ADEBAYO
FROM 92ND TO 10TH



MASON SHERMAN
FROM 63RD TO 13TH



JOEL SHEN
FROM 7TH TO 4TH

TOTAL POSTS IN Q2

NAME	FIRM	TOTAL POSTS
Mark Stephens CBE	Howard Kennedy LLP	177
Charles Maxwell	Howard Kennedy LLP	158
Ilana Kattan	Hogan Lovells	142
Jon Baines	Mishcon de Reya LLP	122
Ben Townsend	Stewarts	120
Victoria Walker	Moore Barlow LLP	116
Judy Selby	Kennedys	97
Laura Hadzik	JMW Solicitors LLP	94
Sir Robert Buckland KBE KC	Payne Hicks Beach LLP	92
James Barrett	Travers Smith LLP	92

TOTAL LIKES IN Q2

NAME	FIRM	TOTAL LIKES
Ilana Kattan	Hogan Lovells	36,555
Jen Shipley	Irwin Mitchell	29,264
Jason Feng	Herbert Smith Freehills	16,518
Joel Shen	Withers LLP	15,605
Justin Farrance	A&O Shearman	14,441
Mark Stephens CBE	Howard Kennedy LLP	12,736
Emma Mack	Clifford Chance	7,381
Boris Feldman	Freshfields Bruckhaus Deringer	7,009
Mason Sherman	Linklaters	6,445
Caleb Adebayo	A&O Shearman	6,336

TOTAL COMMENTS IN Q2

NAME	FIRM	TOTAL COMMENTS
Mark Stephens CBE	Howard Kennedy LLP	4,897
Ilana Kattan	Hogan Lovells	4,115
Joel Shen	Withers LLP	2,875
Jen Shipley	Irwin Mitchell	2,477
Sophie Wardell	Higgs LLP	1,944
Jon Gregson	Weightmans	1,468
Charlotte Clode	FBC Manby Bowdler LLP	839
Emma Mack	Clifford Chance	797
Patrick McCann	Linklaters	777
Heledd Wyn	Ampa - Legal & Professional Services	741

HIGHEST AVERAGE LIKES PER POST IN Q2

NAME	FIRM	AVERAGE LIKES
Jason Feng	Herbert Smith Freehills	971.6
Justin Farrance	A&O Shearman	760.1
Jen Shipley	Irwin Mitchell	573.8
Caleb Adebayo	A&O Shearman	528.0
Mason Sherman	Linklaters	306.9
Walied Soliman, KC	Norton Rose Fulbright	266.0
Ilana Kattan	Hogan Lovells	257.4
Eleonora Rosati	Bird & Bird	224.4
Joel Shen	Withers LLP	197.5
Ffion Flockhart	A&O Shearman	161.8

HIGHEST AVERAGE COMMENTS PER POST IN Q2

NAME	FIRM	AVERAGE COMMENTS
Aziz Deen	Foot Anstey LLP	60.8
Sophie Wardell	Higgs LLP	52.5
Jen Shipley	Irwin Mitchell	48.6
Joel Shen	Withers LLP	36.4
Caleb Adebayo	A&O Shearman	33.6
Justin Farrance	A&O Shearman	33.0
Ilana Kattan	Hogan Lovells	29.0
Jason Feng	Herbert Smith Freehills	27.8
Mark Stephens CBE	Howard Kennedy LLP	27.7
Wayne Grossman DipPFS	EMW Law LLP	27.5

TOP 20 INDIES

FOREWORD BY AMY COUSINEAU MASSEY

As a consultant lawyer and enthusiastic LinkedIn user, I was extremely pleased when Simon told me that he was going to create the Legal LinkedInInfluencers: The Independents Report to complement TBD Marketing's existing series of reports on the highest-performing LinkedIn users working at top-200 firms.

LinkedIn is a fantastic place where everyone starts on an equal footing. In the past, bigger firms could plough money into marketing initiatives and gain an advantage. That advantage doesn't exist on LinkedIn. Independent lawyers and smaller firms now have as good a chance as any. Talk about levelling the playing field!

My own LinkedIn journey began in January 2022. The pandemic had wreaked havoc to my pipeline of work. I'd also recently had a baby and taken my eye off the ball in terms of business growth. The result: I didn't open a single new client file in December 2021. That is a scary place for someone who is self-employed and I knew that something had to change. That was when I threw my efforts into LinkedIn.

I have found that LinkedIn is a very powerful tool if you're willing to put the effort in. It's a great way to make friends, which is the essence of successful marketing and networking.

The other great thing about the platform is that you attract people who 'get' you and want to work with someone like you. In turn you attract your ideal clients, which is a win/win for everyone!

I have found that the way to be successful on this platform is to show up as yourself and be vulnerable. We are all humans looking to validate our human experience and learn through story-telling. That is the kind of content that people love and that resonates. The best content is relatable.

You can see this in the way that reposts of 'typical' law-firm content generally flop. No one really cares, because it doesn't have that essential human touch that gets people engaged.

My advice for anyone starting out on LinkedIn is to channel everything into this one platform, rather than taking a scatter-gun approach to social media usage. Choose your lane and stick to it. Learn LinkedIn's inner workings, preferably through coaching from an expert who can give you the inside track – then tell your story. Everyone has a story, everyone has value to add.

Once you've found your voice, be consistent and show up for your audience as often as is manageable and comfortable for you. Be yourself and the rest will follow!

See you on the platform.

Amy x



TOP 20 INDIES

We'd love more independents to put themselves forward. It's free to take part and we'll rank anyone who works at an SRA-regulated UK law firm. Our congratulations go to those who made the list, but we think that there's a lot more to come from this group over the months ahead.



NO. 1 – EMMA-JANE TAYLOR-MORAN
REBEL LAW

Overall Power Score: 15,327



NO. 6 – CATHERINE HYDE
HOOPER HYDE

Overall Power Score: 3,106



NO. 2 – AMY COUSINEAU MASSEY
ARCH LAW

Overall Power Score: 12,742



NO. 7 – ZANETA SEDILEKOVA
(RE)PURPOSE LAW

Overall Power Score: 2,889



NO. 3 – JODIE HILL
THRIVE LAW

Overall Power Score: 10,461



NO. 8 – MATTHEW LETTS
ISADORE GOLDMAN

Overall Power Score: 2,706



NO. 4 – PARDEEP KANDOLA
THOMAS FLAVELL & SONS

Overall Power Score: 8,075



NO. 9 – FLORENCE BROCKLESBY
BELLEVUE LAW

Overall Power Score: 2,625



NO. 5 – STEVEN MATHER
NEXA LAW

Overall Power Score: 5,532



NO. 10 – DAISY DOARDO
HCC SOLICITORS

Overall Power Score: 2,405



NO. 11 – JADE GANI TEP
CIRCE LAW

Overall Power Score: 2,287



NO. 16 – ZOE ROSE
HEDGES LAW

Overall Power Score: 1,424



NO. 12 – CHRISTINA BLACKLAWS
BLACKLAWS CONSULTING

Overall Power Score: 2,015



NO. 17 – HAMZAH SHARIF HASHMI
ZEN LAW

Overall Power Score: 1,097



NO. 13 – SALMA MAQSOOD
BARCAN+KIRBY

Overall Power Score: 2,012



NO. 18 – ALISHA BUTLER
PHOENIX LEGAL SOLICITORS

Overall Power Score: 778



NO. 14 – NATALIE SUTHERLAND
BURGESS MEE

Overall Power Score: 1,823



NO. 19 – PHILIP HENSON
EBL MILLER ROSENFALCK

Overall Power Score: 736



NO. 15 – SARAH DODD
TREE LAW

Overall Power Score: 1,450



NO. 20 – NICOLA POOLE
HEDGES LAW

Overall Power Score: 712



TOP 20 BARRISTERS



NO. 1 – ANDREW HOGAN
KINGS CHAMBERS

Overall Power Score: 22,637



NO. 6 – MIAN SHERAZ JAVAID
NO5 BARRISTERS' CHAMBERS

Overall Power Score: 2,153



NO. 2 – CHRIS YOUNG KC
NO5 BARRISTERS' CHAMBERS

Overall Power Score: 10,972



NO. 7 – JONATHAN EASTON KC
KINGS CHAMBERS

Overall Power Score: 2,135



NO. 3 – BALDIP SINGH
NO5 BARRISTERS' CHAMBERS

Overall Power Score: 4,993



NO. 8 – DR. TUNDE OKEWALE OBE
DOUGHTY STREET CHAMBERS

Overall Power Score: 1,979



NO. 4 – NICK DE MARCO KC
BLACKSTONE CHAMBERS

Overall Power Score: 3,067



NO. 9 – STEPHEN WARD
THE BARRISTER GROUP

Overall Power Score: 1,849



NO. 5 – ELAINE BANTON
7BR CHAMBERS

Overall Power Score: 2,258



NO. 10 – APRIL LAMAI
CROWN PROSECUTION SERVICE (CPS)

Overall Power Score: 1,830



NO. 11 – MARK ROBINSON
GARDEN COURT CHAMBERS

Overall Power Score: 1,759



NO. 12 – MAHNAZ MALIK
TWENTY ESSEX

Overall Power Score: 1,688



NO. 13 – NAOMI CUNNINGHAM
SEX MATTERS

Overall Power Score: 1,664



NO. 14 – RACHEAL MULDOON
MAITLAND CHAMBERS

Overall Power Score: 1,538



NO. 15 – PHILIPPA WEBB
TWENTY ESSEX

Overall Power Score: 1,401



NO. 16 – KILLIAN GARVEY
KINGS CHAMBERS

Overall Power Score: 1,385



NO. 17 – ANNA YARDE
HARCOURT CHAMBERS

Overall Power Score: 1,372



NO. 18 – JIM STURMAN KC
THE CHAMBERS OF BRIAN ALTMAN KC
AND JIM STURMAN KC

Overall Power Score: 1,272



NO. 19 – ROBIN MOIRA WHITE
OLD SQUARE CHAMBERS

Overall Power Score: 1,266



NO. 20 – RAVI ASWANI
36 STONE

Overall Power Score: 1,020



TOP 20 LAW FIRM LEADERS



NO. 1 – PAUL SAMS
DUTTON GREGORY SOLICITORS

Overall Power Score: 5,011



NO. 2 – TREVOR D STERLING
MOORE BARLOW LLP

Overall Power Score: 4,467



NO. 3 – PAUL JENKINS
ASHURST

Overall Power Score: 3,085



NO. 4 – JAMES GEARY
EMW LAW LLP

Overall Power Score: 2,342



NO. 5 – ALISON EDDY
IRWIN MITCHELL

Overall Power Score: 2,123



NO. 6 – AEDAMAR COMISKEY
LINKLATERS

Overall Power Score: 1,781



NO. 7 – SARAH WALKER-SMITH
AMPA - LEGAL & PROFESSIONAL SERVICES

Overall Power Score: 1,687



NO. 8 – STUART DENCH
STEWARTS

Overall Power Score: 1,545



NO. 9 – JO FARMER
LEWIS SILKIN

Overall Power Score: 1,464



NO. 10 – NIK WHITE
BRABNERS

Overall Power Score: 1,356



NO. 11 – JULIAN TAYLOR
SIMMONS & SIMMONS

Overall Power Score: 1,031



NO. 16 – GEORGIA DAWSON
FRESHFIELDS BRUCKHAUS DERINGER

Overall Power Score: 467



NO. 12 – RACHAEL HEENAN
CAPSTICKS LLP

Overall Power Score: 679



NO. 17 – CRAIG EMDEN
HOWARD KENNEDY LLP

Overall Power Score: 452



NO. 13 – ADRIAN JAGGARD
TAYLOR ROSE MW

Overall Power Score: 660



NO. 18 – ASTER CRAWSHAW
ADDLESHAW GODDARD

Overall Power Score: 448



NO. 14 – PETER JACKSON
HILL DICKINSON LLP

Overall Power Score: 581



NO. 19 – DAWN OLIVER
HARRISON CLARK RICKERBYS LTD

Overall Power Score: 433



NO. 15 – CAROLENA GORDON
CLYDE & CO LLP

Overall Power Score: 522



NO. 20 – LIBBY JACKSON MBE
HERBERT SMITH FREEHILLS

Overall Power Score: 433



Q&A: PAUL SAMs

WHAT DIFFERENCE HAS YOUR USE OF LINKEDIN MADE TO THE FIRM? HAVE YOU HAD ANY BREAKTHROUGH RESULTS AS A RESULT OF USING THE PLATFORM?

It has certainly raised our profile. I am not sure that any amount of spending on SEO or traditional advertising could have given us the exposure that LinkedIn has, with the only cost being the team here spending time drafting the content themselves to post.

DO YOU ENVISAGE OTHERS PICKING UP THE MANTLE SOON?

I hope not, as it works well when it is just us! I expect others will follow suit because it is a great thing to do and there is nothing more flattering than folks seeking to emulate you.

WHO SHOULD WE KEEP AN EYE OUT FOR IN FUTURE? DO YOU HAVE ANY FUTURE SOCIAL MEDIA STARS IN THE MAKING?

I named Nathalie Harris and Angela Lechner the last time, but a couple of our litigators deserve a special mention. Jayna Patel has some really interesting content about her niche practice area and some really amusing stories about her children's take on life. Alice Toop has some fascinating content about her specialist area of law and the stories she has from being a notary public. They are both worth following, as they create some very relatable posts.

WHAT WOULD YOU SAY TO OTHER MANAGING PARTNERS WHO ARE THINKING OF GETTING GOING?

Give it a go but write it yourself. I am sure they have great marketing resources like we have at Dutton Gregory, but it is much more relatable if you create the content yourself. Don't be something you are not or people will see straight through it.

WHAT WOULD YOUR NEXT BRAVE MOVE ON THE PLATFORM BE?

Well. I try to keep my ugly unsmiling picture off the platform, but posting pictures of me waiting to get on a train seems to get a lot of attention. So I will avoid that. However, I think that more video content is something that I personally will go to next. I hear that new AI can make me look like the likes of Bradley Cooper (it is very very good software, clearly), so I will perhaps give that a whirl. The main thing for me is to keep showing up and to keep flying the flag for the team here at Dutton Gregory, as we have ambitious plans together to grow.

Paul Sams
Managing Partner
Dutton Gregory Solicitors



**IF YOU WOULD LIKE US TO
RANK YOU IN OUR NEXT
REPORT, PLEASE NOMINATE
YOURSELF OR A FRIEND.**

Visit this link to calculate your own power score: <https://bit.ly/4cQHjaJ>

We'll check out your posts and (hopefully) rank you in our next report...

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