

**DMJ**  
Matching talent with opportunity

in association with

**Computershare**



**GOVERNANCE  
HOT 100**

**DMJ**

## DMJ, IN ASSOCIATION WITH COMPUTERSHARE ARE DELIGHTED TO PRESENT THE 2021 GOVERNANCE HOT 100.

This is an industry favourite commending the 100 most innovative, influential and creative governance professionals representing all levels of experience, across each industry sector throughout the UK and the Channel Islands.

Making it into the HOT 100 is validation of your commitment to enhance the impact and reputation of the governance profession.

We have created 10 categories that represent the core technical and interpersonal skills that we believe define the key characteristics of an exceptional governance professional.

Winners have been chosen by our judging panel comprising of experienced governance professionals and industry experts.

### THE JUDGING PANEL



**DAVID PRESS**  
Founder & MD  
DMJ Recruitment

David is one of the founding directors of DMJ, an award winning company secretarial and legal recruitment agency. Having worked in this specialist field since 1999, David is widely recognised as the leading authority on recruitment within the governance market.



**SAMIRA CHAMBAS**  
Assistant Company Secretary, Diageo plc

Samira is an advocate for The Chartered Governance Institute and was recognised in the category of 'Social Impact' in the Governance HOT 100 in 2020. Samira has a YouTube channel called 'Miraaspeaks' and recently founded the Black Governance Professionals Network.



**HELEN BAKER**  
Head of Secretariat, Coca-Cola European Partners

Helen has a background in the secretariats of large listed international groups. She is currently Head of Secretariat at Coca-Cola European Partners plc. She has been involved in a broad range of company secretarial work throughout her career and has a particular interest in process (re-) engineering and the use of technology to support and enable today's modern governance professional.



**MARK CLELAND**  
CEO Issuer Services, UCIA Computershare

With 20 years' experience in the industry, Mark joined Computershare in 2019. Mark is responsible for Computershare's Issuer Services business in the UK, Channel Islands, Ireland and South Africa, comprising share registration, governance services and a range of Issuer Services offerings.



**CHRIS TAYLOR**  
Group Company Secretary, Sky 2012-2019

Chris is a Chartered Secretary with over 25 years of industry experience, largely within FTSE 50 businesses. Most recently, he was Company Secretary of Sky plc supporting the Board through one of the most complex transactions in UK corporate history, which culminated in the £30.6 billion takeover of Sky by Comcast.

# WELCOME TO THE 2021 GOVERNANCE HOT 100



This year more than any other, company secretaries and governance professionals have worked under the most extraordinary circumstances. They have shown incredible resilience, resourcefulness and commitment, the effects of which will continue to shape this great profession for many years to come.

The 2021 HOT 100 celebrates the contributions of the few, however their efforts almost certainly represent the collective achievement of the entire profession during this difficult period.

On behalf of the judging panel, I am sure you will join us in congratulating our winners who rightfully deserve their place in the 2021 Governance HOT 100.

**David Press**  
Founder & Managing Director

in association with



# BOARD INFLUENCER

INDIVIDUALS THAT INFLUENCE STRATEGIC DECISION MAKING AT THE MOST SENIOR LEVEL AND ARE PARTICULARLY ADEPT AT FORGING RELATIONSHIPS WITH KEY STAKEHOLDERS.

## MEET THE WINNERS

**SARAH ROBERTSON**  
GROUP COMPANY SECRETARY, FIRST QUANTUM MINERALS

Sarah is adept at providing strategic and technical support to the Board within organisations that operate in challenging geographic and political locations. Her diplomatic and highly organised approach is relied upon by the Board to meet international strategic objectives that sit comfortably within correct governance guidelines.



**JOHN GREEN-ODADA**  
HEAD OF BOARD & BOARD COMMITTEES, BP

John is a widely respected governance professional that has engaged and influenced the Boards of complex global organisations for over 15 years. A flawless and articulate communicator, John's solution based approach has helped Boards achieve their aims through an ever changing regulatory landscape.



**ALAN McCULLOCH**  
HEAD OF GROUP SECRETARIAT, CENTRICA PLC

Alan has a wealth of experience managing senior stakeholders and board members within fast moving, complex and regulated environments. He is expert at augmenting the knowledge, understanding and strategic thinking of the board to ensure outcomes that sit comfortably within the construct of good governance.



**KULBINDER DOSANJH**  
GROUP COMPANY SECRETARY, SIG PLC

Kulbinder influences key stakeholders including the Chairman to broaden search criteria to cover diversity including gender, diversity of thought and educational background for any new NED appointments. This resulted in a diverse shortlist for the appointment of the new Chair of the Remuneration Committee.



**LYN COLLOFF**  
COMPANY SECRETARY, WINCANTON PLC

Lyn introduced an Enterprise Risk Management structure including the governance structures and reporting around a joined up risk management approach. This included corporate framework and policy structure, approval and review processes, communication, training programmes and reporting of compliance.



**KATHRYN HUDSON**  
COMPANY SECRETARY, INDIVIOR PLC

2020 was a pivotal year for Indivior, which included a settlement with the US Government and a change of Chair and CEO. Kathryn supported the Board by bringing together key stakeholders and ensuring the Board had the information it needed to enable them to make informed, accurate and timely decisions.



**KRIS DAVIES**  
DIRECTOR, CORPORATE GOVERNANCE & GOVERNANCE AFFAIRS, NATWEST MARKETS

Kris provides advice to the Board to ensure the smooth running of board cycles and that proper governance is followed. Kris has drawn on the synergies across his remit to ensure better awareness and oversight of regulatory matters. This includes running a series of learning sessions ensuring oversight of various regulatory remediation programmes.



**SIMON WATSON**  
COMPANY SECRETARY, JUST GROUP

Simon's abilities as a leader have been influential, particularly over the past year as he onboarded new senior managers and the Chairman during lockdown. He has up-skilled the new Board through the introduction and training of new technologies.



**CLAIRE VALENTINE**  
GROUP COMPANY SECRETARY, MARSH LIMITED

Working well with Boards and managing relationships is a central part of Claire's role. This involved ensuring that an appropriate governance structure was in place during the integration of Marsh and JLT and making sure that directors were kept up to date and involved. Supporting the creation of an inclusive board is a key priority for Claire, the wider team and Company.



**JOHN MILLS**  
COMPANY SECRETARY, SMITHS GROUP PLC

John has provided leadership during takeover defences, demergers and counselled chairman and non-executive Directors on specific areas of personal development noted in Board Evaluation reports. This has improved collaboration and engagement during periods of intense corporate activity and commercial change.



# DEAL MAKER

INDIVIDUALS THAT HAVE CONTRIBUTED TO THE SUCCESS OF MAJOR CORPORATE TRANSACTIONS OR RESTRUCTURINGS.

## MEET THE WINNERS

### LUKE CHESHIRE HEAD OF COMPANY SECRETARIAL, HANWAY ADVISORY LTD

Luke was part of the team that helped raise £100m in the IPO of Triple Point Energy Efficiency Infrastructure Company plc. He undertook prospectuses for a rights issue for operational leasing and lending companies, and raised £55m for Triple Point Social Housing REIT plc. He provided governance advice whilst adhering to tax and legal frameworks.



### NICOLA CARROLL CORPORATE GOVERNANCE DIRECTOR, ROLLS-ROYCE HOLDINGS PLC

Nicola expertly steered Rolls-Royce through their plan to raise £2 billion through a rights issue. It received full support from shareholders, a credit to communications overseen by Nicola. All done whilst managing the day-to-day of a busy governance team.



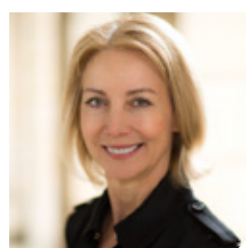
### JAMES POCHIN GENERAL COUNSEL AND COMPANY SECRETARY, THE HUT GROUP

James helped execute the largest IPO of 2020. This posed a number of challenges including pursuing a standard listing rather than that of a full premium listing due to specific shareholders voting rights. It's been a roaring success and James is now focused on developing their existing governance structures for a future premium listing.



### CATHERINE SUKMONOWSKI COMPANY SECRETARY, ASTON MARTIN LAGONDA GLOBAL HOLDINGS PLC

Catherine helped Aston Martin onboard Lawrence Stroll and their private equity investment of circa £182 million alongside a rights issue helping to raise a further £500 million. Catherine was instrumental onboarding new executives to the business whilst continuing to develop robust governance practices post IPO.



### ADAM HOLLAND GROUP COMPANY SECRETARY & LEGAL DIRECTOR, TULLOW OIL

Adam and his legal team completed the sale of Tullow's assets in Uganda to Total providing a £500million cash injection to the business. This has helped the business further strengthen their balance sheet as the business continues on its path to a sustainable future.



### FIONA GILDEA DEPUTY COMPANY SECRETARY & HEAD OF GOVERNANCE, FLUTTER ENTERTAINMENT PLC

Fiona and her team helped complete and execute the deal between Flutter Entertainment & Stars Group, a highly publicised deal that was valued at approximately £13 Billion.



### CAROLINE FARBRIDGE DEPUTY COMPANY SECRETARY, CRODA INTERNATIONAL PLC

Caroline supported the legal team in their takeover and onboarding into the business of Iberchem, a deal valued at approximately £736m. Caroline continues to strengthen the group's corporate governance structures and practices.



### PAULA WATTS GROUP COMPANY SECRETARY, NINETY-ONE

Paula implemented governance structures following a dual premium listing with the London Stock Exchange and Johannesburg Stock Exchange. She played a key role as Ninety-One demerged from Investec, as well as helping to design and establish new governance frameworks from scratch.



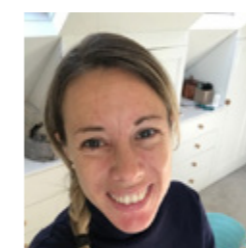
### NICKESHA GRAHAM-BURRELL GROUP HEAD OF COMPANY SECRETARIAT, OSB GROUP PLC

Nickesha has been central in ensuring the successful integration of OneSavings Bank and Charter Court Financial Services following the combination of the two banks in October 2019. This was all underpinned with a new governance framework that is appropriate for two operating banks. Nickesha has been instrumental in the successful stewardship of the company throughout a period of increased transaction activity, during a pandemic.



### HELEN ARCHBOLD HEAD OF CORPORATE SECRETARIAT, M&G PLC

Helen was central in the team that facilitated the demerger of M&G plc from Prudential. Planning the governance for a highly complex transaction and seeing the Boards of both entities steer through the decision-making process was a career highlight, which leveraged Helen's previous experience as an M&A lawyer at Freshfields.



# FUTURE LEADERS

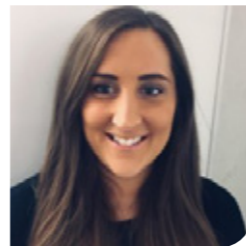
FOR THOSE THAT DEMONSTRATE THE SKILLS REQUIRED TO BECOME A HEAD OF DEPARTMENT WITHIN THE NEXT 5-10 YEARS.

## MEET THE WINNERS

### REBECCA WAITE

ASSISTANT COMPANY SECRETARY, NATIONAL GRID PLC

Rebecca is an incredibly hard working and dedicated governance professional that always gives her all. She recently joined National Grid, who were shortlisted as team of the year in the 2020 ICSA awards. She approaches each challenge in a professional manner, is calm under pressure and is a positive influence on those around her.



### JOSHUA GALLIENNE

SENIOR MANAGER, PRAXISIFM

Josh has excelled in his role with PraxisIFM over the past 12 months. Not only has he completed his Masters in Corporate Governance with which he was awarded a distinction, he has also taken on additional team members and now runs a team of four with minimal involvement from the Directors.

### ALEX HAYNES

SENIOR CHARTERED COMPANY SECRETARY, AVIVA PLC

Alex has continued to impress as he has stepped-up in his career. During a year of significant change he has shown the qualities expected of a leader in difficult times which is a clear testament to his dedication to his fellow team members as well as the senior Directors and stakeholders at Aviva.



### LUCY MAXWELL

SENIOR ASSISTANT COMPANY SECRETARY, C&C GROUP PLC

Lucy made a huge contribution to the development of C&C's CoSec department. She has taken the lead on the Group wide ESG strategy and in driving forward their pledge on sustainability. The qualities she has shown offers C&C no doubt that she will become a leading authority and positive voice for change in the wider business markets.

### LEANNE CORNISH

SENIOR ASSISTANT COMPANY SECRETARY, LEGAL & GENERAL

Leanne has strong experience in listed and subsidiary governance as well as employee share plans and is able to holistically apply her knowledge across all three areas to identify, assess and drive continuous governance improvements, whilst keeping stakeholders at the forefront of her mind. Her calm, pragmatic counsel and her proactive, solutions-based approach demonstrates the gravitas required to be a future leader.



### ASHTON RAMSEYER

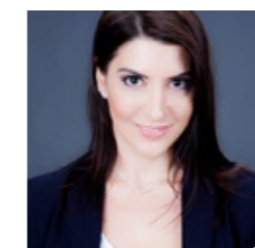
COMPANY SECRETARY, BLACKROCK

Ashton is amazingly dedicated and hard working. The training programme she designed to enable women to become 'board ready' has been very well received within the business. Ashton is destined to become a leader to inspire others to challenge traditional norms – a task that is challenging both in terms of building momentum, engagement and delivery.

### STEVEN KILDAY

SENIOR ASSISTANT COMPANY SECRETARY, INVESTEC PLC

Steven is a clear and decisive manager of people and projects. He has significantly improved current board structures, bringing innovative solutions to any given challenge. Steven's calm approach to whatever issue is at hand has made him someone people look up to and rely upon to lead through periods of change and upheaval.



### LEAH PIERIS

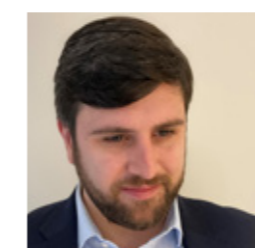
GOVERNANCE ADVISOR, CANADA LIFE

Leah provided guidance and new ways of thinking to Canada Life by increasing engagement with her insightful approach to problem solving. Leah's ability to understand people and balance both internal and external stakeholders is proof of her in depth understanding of governance in the modern workplace.

### AMANDA MATTHEWS

DEPUTY COMPANY SECRETARY, MORGAN SINDALL GROUP

Amanda has taken the lead on corporate projects and holds significant influence on the evolution of corporate governance within the Morgan Sindall team. She offers expertise and a breath of knowledge that gives the team confidence to provide technical and advisory support to the wider business.



### ROBERT LYONS

DEPUTY COMPANY SECRETARY, MARKS & SPENCER

Despite 2020 being the most challenging year for the retail sector, Robert helped the Marks & Spencer governance team to stay focused on smart thinking and innovation. Robert's pragmatic and direct approach to corporate governance has had a positive and motivating influence on the team.

# GOVERNANCE TRAILBLAZERS

THE FORWARD THINKERS THAT RAISE THE STANDARDS OF CORPORATE GOVERNANCE BEYOND WHAT IS EXPECTED.

## MEET THE WINNERS

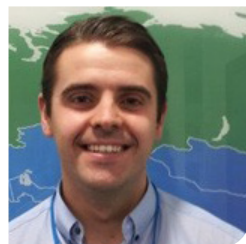
### **JULIET DEARLOVE** GROUP COMPANY SECRETARY, CVS GROUP PLC

Joining CVS during lockdown was a huge challenge. Since then, Juliet has focused on introducing a governance regime that is progressive and supported by the Board. There remains much to do but she has been proactively engaging with shareholders to ensure continued evolution of the governance framework.



### **DAVID WHINCUP** DEPUTY COMPANY SECRETARY, PROVIDENT FINANCIAL GROUP

David has a deep understanding of corporate governance and is enthusiastic about ensuring the practices are fully implemented as appropriate. He provides full support to the Board and committees, ensures that the Year End process runs like clockwork and manages key external relationships, all within the construct of a highly regulated business.



### **CRAIG BEESTON** SPORTS GOVERNANCE ACADEMY PROGRAMME MANAGER, THE CHARTERED GOVERNANCE INSTITUTE

A few years ago Craig organised a round table for governance professionals working in sport. Fast-forward to 2020 & Craig has helped launch The Sports Governance Academy to support, develop and connect people working in the sport and physical activity sector who have an interest in governance.



### **JUSTINA NAIK** COMPANY SECRETARY, OSTC GROUP

Justina has supported the retention of governance as a component of the resilience of OSTC Group throughout this unprecedented year. Managing an agile shift into and around unchartered governance parameters, she has supported the Board and business to intensify its oversight and controls through technical and strategic imperative.



### **KERRY ROUND** DIRECTOR, ROUND GOVERNANCE SERVICES

Kerry is a leading light in the company secretarial community and offers governance consultation and additional support to a variety of clients whilst also being an Associate Lecturer on the MSc Governance at the University of Lincoln. In 2020 Kerry co-founded 'The Governance Academy' to develop a unique community which focuses on governance leading the way.



### **CLAIRE MCSWIGGAN** COMPANY SECRETARY, NEUBERGER BERMAN

Over the last twelve months Claire has transformed the structure and format of board and committee meetings, solidifying this with a programme of training, support and documented governance. Claire's approach to governance has been one of a true business partner in that she approached this both proactively and pragmatically drawing on her depth of experience.



### **AMANDA MELLOR** GROUP COMPANY SECRETARY, STANDARD CHARTERED PLC

Amanda was appointed Group Secretary at SC in 2019 and has worked tirelessly to raise governance standards for the group globally. Her belief is to empower the team to create a value added function that fully supports the Board and is positioned right at the heart of the organisation.



### **MARIECLARE PETER** ASSISTANT COMPANY SECRETARY, LAW DEBENTURE

Marieclare provides board and governance support to a range of Law Debenture's large financial services clients. Her first-place essay for the 2020 ICSA Tom Morrison Prize competition was about whether organisations could more proactively address environmental, social and governance issues without required to do so by regulation.



### **MARIA SINGLETERRY** DEPUTY COMPANY SECRETARY, COSTAIN GROUP PLC

Maria delivers sound corporate governance and high-quality outputs in challenging situations. She has a reputation for strong technical knowledge, contributing positively, effectively and with integrity at all levels internally and with external stakeholders.



### **FAYE O'TOOLE** DEPUTY COMPANY SECRETARY, NEST CORPORATION

Faye is an inspiration to the team, approaching her Board of Directors as an ambassador for professional governance with the aim of redesigning her team structure to create an efficient team to deal with growth. Her guidance and ability to delegate offers everyone a legitimate development plan for their future.



# INNOVATORS

BLUE SKY THINKERS THAT EFFECT POSITIVE CHANGE THROUGH THE INNOVATIVE USE OF TECHNOLOGY AND SYSTEMS.

## MEET THE WINNERS

### JOHN DOHERTY

SENIOR LEGAL ANALYST, SUBSIDIARY GOVERNANCE, TATA CONSULTANCY SERVICES IRELAND LTD

John has explored the use of AI in document repositories, applied linguistic search tools to document compliance processes and the creation of automated entity reports. He was part of a team twice nominated for 'Best of Use of Technology' at the US Corporate Secretary Magazine Awards.



### BARNEY O'CONNOR

ASSISTANT COMPANY SECRETARY, SSE PLC

Barney is a highly experienced, technically minded company secretary, whose understanding of technology and how it can be used, allow him to drive efficiency in the management of SSE'S entities in GB and Ireland and improve governance. With the impact of Covid-19, he was instrumental in moving the team to a cloud-based platform.

### CHRISSIE DAVIS

FOUNDER & MD, EXIMIA

Chrissie continually challenges the process and combines technical business areas with creative communication to ensure that people are at the heart of governance. Chrissie co-founded The Governance Academy (during a pandemic) to challenge the way that governance professionals learn and develop. Self-described non-conventional company secretary, she uses her considerable experience of governance in-house to the advantage of her clients.



### LAURA DELEE

COMPANY SECRETARY, PROBITAS 1492

Laura's approach to governance is truly a breath of fresh air. The impact she has been able to deliver particularly around improving decision making efficiencies and groupwide access to information has been nothing short of a revelation.

### THOMAS MORRIS

COMPANY SECRETARIAL ASSISTANT, LAW DEBENTURE

Tom provides support to one of Law Debenture's company secretarial clients, an investment bank and governance is at the core of the business. He's been working with the client to use technology to track work and to streamline and enhance processes, in connection with the delivery of self-service powers of attorney to the business.



### LOREN WULFSOHN

GLOBAL HEAD POLICY & STAKEHOLDER ENGAGEMENT, HSBC

Loren ensured structures were in place to facilitate rapid executive action whilst ensuring the appropriate governance, including relevant board updates in an evolving situation. She also played a pivotal role in developing a key change to the governance model ensuring greater connectivity between the business and the board.

### NEIL TSAPPIS

FOUNDER, DEMYST BOARD SCIENCES

Neil is one of the founding members of Deymst Board Services, an innovative company looking to shake up the world of governance. Neil utilises breakthrough science from practicing neuroscientists, psychologists and those leading academic research to stimulate a Board's impact for measurable performance gains.



### CHRISTOPHER PIRNIE

SPECIALIST GOVERNANCE CONSULTANT, KUBERNO

Christopher continuously looks for enhancement through innovation. Whilst at a world leading asset management firm, he utilised technology to automate its governance processes and generic administrative functions of the overall business such as its HR Department.

### MOHOR ROY

HEAD OF SECRETARIAT, SAGE

Mohor has been developing the secretarial function over the past 2 years. She recently utilized icon heading to identify differing list heads from section 172 of the Companies Act to where they become relevant in their Annual Report. These icons allow for faster search and navigation of the Annual Report.



### MIRANDA CRAIG

DIRECTOR OF STRATEGY AND CHANGE, FINANCIAL REPORTING COUNCIL

Miranda has been at the centre of a number of key thought leadership pieces to help governance professionals deliver documents. These outline key areas companies should be considering such as the future of corporate reporting, improving audit quality through committee standards and helping give advice to businesses.

# RELATIONSHIP MANAGERS

FOR THOSE WORKING WITHIN PROFESSIONAL SERVICES WITH A REPUTATION FOR SUPPORTING A VARIED CLIENT PORTFOLIO AND BUILDING TRUSTED RELATIONSHIPS.

## MEET THE WINNERS

### HELEN RICHARDSON

ASSISTANT COMPANY SECRETARY, HANWAY ADVISORY LIMITED

Helen has acted as Company Secretary to a commercial real estate investment trust during a turbulent time for the company. Throughout these events she worked with the Board providing updates and next step advice in what were ever evolving situations. She has built a level of trust which has been widely praised by the Directors.



### ALISON SKERRITT

COMPANY SECRETARY, LAW DEBENTURE

Alison has taken on a wide ranging portfolio of clients from Investment Trusts to business start-ups. She has taken the time to listen to each of their requirements and has made many suggestions to the help the Boards achieve their goals. The feedback from clients has been outstanding.

### CHRISTOPHER GIBBONS

ASSOCIATE DIRECTOR, FUNDS & CORPORATE SERVICES, JTC GROUP

Chris has developed strong relationships with his colleagues, clients and advisors. He is trusted by clients and confidently oversees team portfolios providing sound and thorough technical guidance. Chris is fully engaged, committed and motivated which is demonstrated by his drive and determination.



### JAMES MENZIES

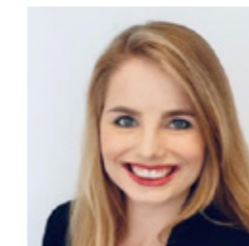
ASSOCIATE PARTNER, ENTITY COMPLIANCE & GOVERNANCE, EY

James is a highly respected relationship manager and meeting the needs of his clients is at the heart of everything he does. James has built a great deal of trust and loyalty through many years of going the extra mile to assist his clients no matter what their requirement.

### ANDY CASEY

HEAD OF CORPORATE SECRETARIAL SERVICES, LAW DEBENTURE

Andy leads a team of governance professionals and approaches client relationships with an energy and vigor that encourages collaboration and a partnership approach. He has established a reputation in the industry for high performance and commitment to excellent client service, culminating in the recent acquisition by Law Debenture.



### FABIA WELCH-RICHARDS

SENIOR MANAGER – EGC, PWC

Fabia is a Senior Manager in PwC's Entity Governance and Compliance team and has worked across the firm to develop PwC's response to new governance changes and regulation. She helps clients, whether from a listed, private-equity backed or family business respond to complex business, commercial and regulatory changes in a bespoke way which best suits their business needs. Fabia builds long-standing, deep and personal relationships with her clients who come to her and the firm because they trust her insights and approach.

### CORAL BIDEL

DIRECTOR CORPORATE & FUND SERVICES, SANNE

Coral leads the corporate services and funds team, covering private equity, real assets and private debt & capital market. She is recognised for her technical know-how and ability to impart complex information clearly to clients.



### KATHY CONG

MANAGING DIRECTOR, PRISM

Kathy has a wealth of experience advising clients on a range of complex legal matters ranging from corporate transactions to regulatory compliance. Kathy has an analytical mind combined with a solutions led approach that clients benefit from time and time again.

### HELEN HARVEY

DIRECTOR – COMPANY SECRETARIAL & ADVISORY SOLUTIONS, MAZARS

Helen employs a relationship based collaborative approach to understand the challenges her clients face. She delivers technical expertise and commercial solutions to these challenges in a personal and tailor made way.



### EMMA GREENFIELD

DIRECTOR, DELOITTE LEGAL

Emma builds trusted, collaborative and successful relationships with her clients and stakeholders. She encourages regular feedback and is honest in her approach. She is able to relate to the demands and challenges her clients face and works with them to find the best solutions for them and their particular circumstances.

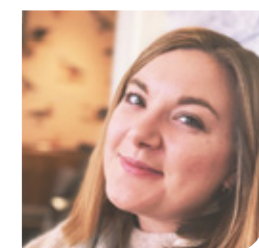
# RISING STARS

FOR THOSE WITH FEWER THAN SIX YEARS' EXPERIENCE THAT HAVE MADE A SIGNIFICANT IMPACT WITHIN THEIR TEAM AND THE PROFESSION.

## MEET THE WINNERS

### EAMON STEWART COMPANY SECRETARY, WESTERN UNION

Eamon has developed his technical expertise since joining Western Union in 2019. He supports the Boards of several regulated subsidiaries in meeting their corporate governance requirements and acts as named Company Secretary. Eamon collaborates across the organisation to assist with cross functional projects and corporate compliance matters.



### REBECCA WHIBLEY SENIOR ASSISTANT COMPANY SECRETARY, POST OFFICE LTD

Rebecca has done an outstanding job supporting all areas of the governance function. She was key in the implementation of an automated signing process for contracts across Post Office and now supports various boards and committees, improving governance processes. Rebecca impresses with her corporate law knowledge, professionalism and ambition.

### JOSHUA LOTCHO CONSULTANT, DELOITTE LEGAL

Joshua offers a diligent approach to managing UK and international corporate transactions whilst acting as Account Manager for global subsidiaries of two of Deloitte LEMG teams' FTSE 100 organisations. He is involved in complex corporate simplification and technical projects and is portfolio manager for around 150 UK compliance clients.



### JAMES TAYLOR COMPANY SECRETARIAL ASSISTANT, RIO TINTO PLC

James has been active in the broader world of governance having secured his first role just over a year ago. He has had two articles published in the Governance and Compliance journal on corporate reporting and boardroom dynamics. He is also involved in The Governance Institute Student Forum helping to shape the student experience for the better.

### MAIREAD GREENAN SENIOR ASSOCIATE, PWC

In the last year, Mairead has taken on significant responsibility, including supporting global governance training for local PwC teams, and running CoSec services for a significant client division. Her ability to flex between global governance, board support and technical transition is unsurpassed at her level.



### JAMES UNSWORTH COMPLIANCE CASE OFFICER, BRITISH CANOEING

James is a dedicated lawyer and governance professional who always manages to complete tasks on time. One notable project was the creation of all the processes for the organisation when GDPR came into force and having to properly and diligently reply to Subject Access Requests. British Canoeing is lucky to have him.

### MURSHIDA KHAN CHARTERED SECRETARIAL ASSISTANT, SILVA HOLMES

Murshida sets herself high performance standards and seeks to improve processes which enhances compliance at Silva Homes. She demonstrates creativity when problem solving. One of her key skills is around communication – she conveys ideas and information effectively to others and listens intently to increase her understanding.

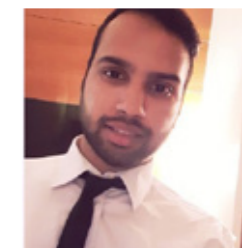


### TILLY HARVEY COMPANY SECRETARIAL ASSISTANT, CLARKSON PLC

During 2020, Tilly has been the CoSec lead on the incorporation of 'The Clarkson Foundation. This is a key CSR initiative for the Group – a way to give back to individuals and communities. Tilly has embraced this project with enthusiasm whilst applying detailed thought and due diligence. Just want you need in an aspiring company secretary!

### HARRUS ALI GLOBAL COMPANY SECRETARY, SANTANDER ASSET MANAGEMENT

The skills, passion, and enthusiasm Harrus has brought to the role is truly special. From innovation, governance change, and stakeholder management to raising the standards of BAU. Over the last year he created and carried out the global entities first-ever Board evaluation, being the driving force behind a governance change agenda.



### ORE BODE COMPANY SECRETARIAL ASSISTANT, BLUE PRISM GROUP PLC

Ore has been instrumental in developing the CoSec function at Blue Prism Group. In Ore's first CoSec role she has had a great impact on the maturity of the company secretarial function, like the subsidiary knowledge database, to enable the team to work more efficiently and process notes to reduce risk of error.

# SOCIAL IMPACT

FOR THOSE THAT HAVE POSITIVELY INFLUENCED CULTURE, SUSTAINABILITY & ENVIRONMENTAL IMPACT WITHIN THEIR COMPANY OR THE PROFESSION.

## MEET THE WINNERS

### **KATIE ELLIS** GOVERNANCE DIRECTOR, BEYOND GOVERNANCE LTD

Katie has been responsible for leading the process for Beyond Governance to receive its B Corporation status in December 2020. This was a large project which included a lengthy application process, having their own internal governance documentation scrutinised by an independent party, overhauling their articles of association and the way they operate. Katie also created a series of ESG related podcasts which will be published later this year. She works with clients on many governance needs, ESG is one of her specialist subjects.



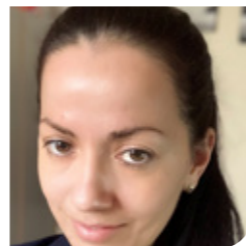
### **AOIFE McGRORY** SENIOR LEGAL ANALYST, TATA CONSULTANCY SERVICES IRELAND LTD

Aoife is a catalyst for social/cultural advancements and a leading member of an initiative to increase organizational awareness to develop business acumen. She is a key driver behind TATA's intergenerational workforce initiative and fosters an inclusive culture and has turned law students onto corporate governance as a dynamic career choice.



### **BOGLARKA RADI** ASSISTANT COMPANY SECRETARY, FRENCH CONNECTION

Boglarka is a proactive governance professional who actively develops her knowledge on governance, especially in regards to social impact issues such as modern slavery. She has enhanced governance structures within her workplace and has undertaken extensive research on modern slavery & governance which has led to three ICSA publications.



### **FRANCESCA DAL BELLO** DIRECTOR, GR8FOOL LTD

Francesca enriched her curriculum with accredited life coaching, conscious business coaching and positive psychology related certifications to help contribute to positive change. She supports governance professionals to make a difference to the wellbeing of people in their organisations and drive solutions within their environment and community.



### **NICOLA REES** HEAD OF GOVERNANCE, RISK & COMPLIANCE, MIDLANDS AIR AMBULANCE CHARITY

Nicola has been involved in high level governance restructuring within the charitable sector for over 15 years. She has been instrumental in evaluating standards and policies to ensure compliance with all relevant codes. Nicola goes the extra mile for charities including supporting numerous fund raising initiatives and speaking at key industry events.



### **DAMI ONOTAYO** COMPANY SECRETARIAL ASSISTANT, NETWORK RAIL

Dami is one of the founders of the Black Governance Professionals Network, a network created to empower, amplify the voices and support the needs of aspiring and existing black governance professionals. Dami has been instrumental in arranging events and supporting efforts to make boards more ethnically diverse.



### **ELISA SGUBIN** COMPANY SECRETARY, SYNERGY GLOBAL MANAGEMENT LTD

Elisa motivates her team to seek personal growth and CPD leading by example and investing in programmes designed to strengthen competence and acquire knowledge in different areas of application. Elisa champions high standards of governance and is a trustee for the M&V Committee, an advisory committee of the Royal Osteoporosis Society.



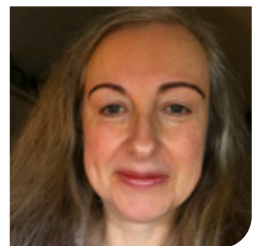
### **MARSHA RENNIE** ASSISTANT COMPANY SECRETARY, DIRECT LINE GROUP PLC

Marsha has been an integral part of the team at Direct Line, taking on a huge social influence within the team and culture of the company. Her enthusiasm is positive and consistent as is her influence and involvement in team growth, inclusion and morale throughout the year.



### **SYLVIA EDWARDS** DEPUTY COMPANY SECRETARY, PRUDENTIAL PLC

Sylvia's role is instrumental in the smooth running of Prudential's company culture. Her hard work and delegation has moved the team forward in the difficult last 12 months. Her experience and work with the team has made all changes flow with a fair and engaged team atmosphere even when all working remotely this past year.



### **TOYIN ONAFUJABI** COMPANY SECRETARIAL ASSISTANT, MENZIES LLP

As a postgraduate student in Corporate Governance, Toyin put Leeds Beckett University in the limelight at the Erasmus+ ISSUE Innovative Solutions for Sustainability in Education Project for universities across Europe. Her research paper was deemed excellent as she won the 2nd place award of the Shell prize in November, 2020.



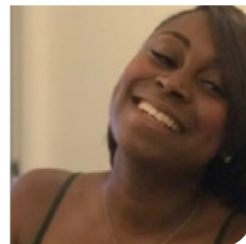
# TEAM LEADER

INSPIRATIONAL MANAGERS THAT CREATE HIGH FUNCTIONING GOVERNANCE TEAMS AND ACTIVELY HELP TO DEVELOP CAREERS.

## MEET THE WINNERS

**DIONNE MORTLEY-FORDE**  
SENIOR COMPANY SECRETARY, SUBSIDIARY MANAGEMENT, SANTANDER UK

In the strange circumstances that 2020 has brought us, Dionne has gone above and beyond to ensure that not only her direct reports, but all members of the secretariat team have been supported and empowered. Dionne is a true advocate for the development of every individual, no matter where they are in their career.



**AMY McMULLAN**  
COMPANY SECRETARIAL MANAGER, OCORIAN

Amy manages highly successful teams based in the UK, Dublin and the Channel Islands as a result of client growth. The teams have been stable for over a year with each member continuing to grow with the company, both in terms of promotions and client allocations, looking after some of the largest FTSE investment trusts.



**SUSAN FADIL**  
SENIOR DIRECTOR FUNDS & CORPORATE, JTC GROUP

Susan developed a skilled governance team with best practice throughout led by coaching and mentoring. She implemented a quarterly CoSec forum for the sharing of ideas with other company secretaries. She's a knowledgeable leader always looking to solve the challenges of new governance regulation.



**IAN HASLEGRAVE**  
GENERAL COUNSEL & COMPANY SECRETARY, ELECTROCOMPONENTS PLC

During COVID-19, Ian managed change in how best to support the Board, introduce a new Chairman, and oversee people initiatives to keep the global workforce connected. He has continued to motivate his team, drawing the best from them in times of very heavy workload and with everyone working virtually!



**ELINOR BELL**  
DEPUTY GROUP SECRETARY, SCHRODERS

Elinor has built a highly effective corporate team. She has overseen the development of each person as an individual but also as a team. Throughout COVID-19 she has kept the team together virtually through inspirational leadership and personal commitment. Her achievements are recognised throughout the company.



**NEHA SUTTON**  
DEPUTY COMPANY SECRETARY, CANADA LIFE

Neha runs an excellent team and has kept everyone interested and motivated throughout a turbulent year. She offers breadth of role, development and puts the teams needs first. She is a compassionate manager who has genuine care for staff and her work.



**JONATHAN DOLBEAR**  
COMPANY SECRETARY, EMEA, COMPUTERSHARE INVESTOR SERVICES PLC

Since being appointed Company Secretary, Jonathan has created an environment where his team are given the tools and freedom to take on responsibility and focus on performing their roles effectively. The team was shortlisted for Team of the Year at The Chartered Governance Institute Awards 2020.



**SARAH PARSONS**  
GENERAL COUNSEL & COMPANY SECRETARY, BIFFA PLC

Sarah is a natural leader with a background working in sectors that are working hard to improve diversity. This has given her a real passion for engaging the team in helping to drive change through ground-breaking group wide diversity initiatives.



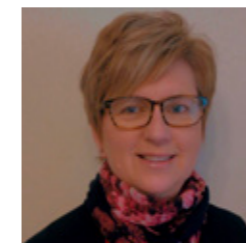
**ANGELIKA VERMEULEN**  
HEAD OF GROUP SECRETARIAT, RECKITT BENCKISER

Angelika is an inspirational leader who empowers her team to deliver the best they can. She always finds time to coach team members, with a focus on improving technical knowledge, encouraging new ideas and ways of doing things, working collaboratively and ultimately improving the service provided to the business.



**CARLA STONE**  
CORPORATE GOVERNANCE MANAGER, WHICH?

Over the past year Carla has worked tirelessly to safeguard the wellbeing of the team whilst ensuring positive progress on the deliverables. Her empathy towards the issues faced around remote working has played an important role in maintaining team morale throughout this difficult year.



# TECHNICAL EXPERTS

INDIVIDUALS THAT DEMONSTRATE THE HIGHEST LEVEL OF TECHNICAL COMPETENCY TO SUPPORT GOVERNANCE BEST PRACTICE.

## MEET THE WINNERS

### JIM HUGHES INTERIM COMPANY SECRETARY, CHECKOUT.COM

Jim has strong technical ability and applies his skills in a very pragmatic and diplomatic way. He is excellent at asking the right questions of a situation and identifying issues that others may have overlooked. He evidenced this in his role at HSBC Holdings and more recently at Checkout.com.



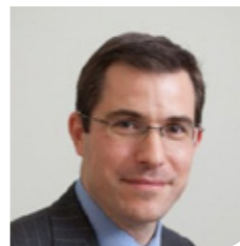
### JOE MCMANUS ASSISTANT COMPANY SECRETARY, NATIONWIDE BUILDING SOCIETY

Joe was the driving force behind this year's AGM during the awkward period post-lockdown when restrictions were still in flux. Joe is committed to his job and knows the world of AGMs inside out. Our socially distanced AGM would have failed without his leadership and he fully deserves credit.



### JULIAN THURSTON HEAD OF SECRETARIAT & BOARD SECRETARIAT, UNILEVER PLC

Julian is a strong communicator and influencer with the ability to manage cultural differences and governance apathy effectively. This is particularly apparent on an international level as Unilever operates out of 100 countries and has a triple listing in the UK, NL and USA.



### RUTH WRIGHT ASSISTANT MANAGER, JTC GROUP

Ruth promotes best governance practice at all times and ensures that the Boards that she works with are aware of developing best practice. She has been instrumental in developing JTC's internal board evaluation offering and how they approach best practice in preparation of the Annual Report and Accounts.



### DOUG ARMOUR CHARTERED SECRETARY, INTERTRUST MANAGEMENT LTD

Doug has been updating the ICSA Company Secretaries Handbook and Checklists with the 2020 editions making a grand total of 25 publications to date. Most recently he also wrote the course manual for the company compliance & administration module (previously CSP) for the Chartered Governance Qualifying Programme.



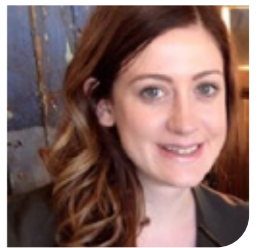
### GUILLAUME DE MULLOT DE VILLENAUT SENIOR COMPANY SECRETARY, MARGUERITE

Guillaume is trusted by Chairpersons, Independent & Executive Directors and Senior Management to advise and support them in their role as true decision-makers. His focus is to be the central point of contact and advice for any company secretarial or governance related matters against a backdrop of complex international regulation.



### LAURA SANSUM ASSISTANT SECRETARY, NATIONWIDE BUILDING SOCIETY

Laura is able to cover almost any aspect of the Secretary's role with aplomb. She has stepped up to support the ExCo and main Board in addition to her Audit Committee role, which has meant her having to be the conduit of the information that flows between all three and often the technical counsel.



### HELEN PROBERT UK GOVERNANCE MANAGER, WILLIS TOWERS WATSON

Helen is passionate about company secretarial practice and demonstrates the highest standards. She puts governance above all and tackles any reservations and push back in keeping with "the right thing to do" attitude. Her hard work and adherence to technical expertise has won notable praise from Directors within the business as well as from key contacts at external providers and advisors.



### BUNMI WILLIAMS-LIKINYO DEPUTY COMPANY SECRETARY, NATIONWIDE BUILDING SOCIETY

Bunmi has acquired an unparalleled skill in corporate governance across travel, oil, retail and financial services. Her advice is widely respected by the Boards and is universally acknowledged. Her ability to articulate the sound governance practices at Nationwide in the annual report is a testimony to her skills.



### LAURA HOWARTH ASSISTANT COMPANY SECRETARY, THE WEIR GROUP PLC

Laura is a highly dedicated and competent company secretary that has been working closely with the Company Secretary at Weir Group for several years now. Her analytical and confident approach means she gets to the heart of any technical matter quickly and is able to deftly offer the right advice and solutions to those that require them.



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