Schillings' transformation

Structural Milestones

1984 — Schillings is a traditional media libel law firm

2010 — It begins to develop a game-changing strategy focused on crisis and pre-crisis to solve international reputation and privacy problems

2011 — It acquires the information-security firm Vigilante Bespoke and finalises its strategy, the 2020 Vision

2012 — It secures ABS status

2013 — It completes its award-winning brand transformation and fully integrates Vigilante Bespoke as Schillings Cyber

2014 — Schillings Advisory and Schillings Intelligence are launched

2015 — Schillings converts to an LLP

2016

2017 — It opens its first non-UK office, in New York

2020

Collaborative Culture and Values

2010 — Schillings implements its Dynamic Decision-Making Process and Partnership Assessment Programme (PAP)

2012 — It develops internal values: Bold, United, Innovative, Excellent, Always

2013 — It creates a staff-consultation forum and launches its internal Forward Together manifesto

2014 — It launches its Protecting Children CSR programme

2015 — It launches its internal Chapter Three behaviours-and-culture campaign

2016 — It implements full agile working to end silos and launches its Management Development Programme

2017 — It scraps annual appraisals in favour of managing a collaborative high-performance culture

A Multi-Disciplinary Partnership

2010 — Schillings promotes Jenny Afia (below) and Chris Scott to partner, both via the PAP

2012 — It promotes Christopher Mills, who becomes the firm's first non-legal partner

2013 — It promotes Davina Katz (below) to the partnership as head of family (via PAP) and begins acquiring intelligence, advisory and cyber-security professionals, including senior hires from Kroll, KPMG and the military

2014 — Magnus Boyd and CFO Andrew Meyrick join the partnership, the former as a lateral hire

2015 — Ex-British Army Major General Tim Robinson CBE (above) joins the partnership

2016 — It promotes director of advisory David Imison (above), ex-KPMG, to partner via the PAP

2017 — It promotes US-based consultant Allan Dunlavy and director of family David Greer to partner, both via PAP

2017 — It hires three non-lawyer partners: a UBS private banker as a problem-solver, a head of crisis from Aegis and GardaWorld, and the deputy security adviser to the White House

2017 — It hires a large intake: 33% of staff across all teams have joined since 1 January and 40% of client-facing staff are in cyber, intelligence or advisory

SUPPLIED BY SCHILLINGS