

Abbiss Cadres

Senior Managers Regime
A Full Advisory and Support Service for Senior
Managers



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As a corporate adviser helping banks and insurance companies implement the new Senior Managers Regime (SMR), you will be fully aware how complex the adoption of this change is for organisations and how dramatically it will change the landscape of financial services regulation.

The compulsory assignment of specific responsibilities to named individuals, and the requirement to take all appropriate steps to prevent regulatory breaches, also has the potential to create a raft of new people management issues. Fundamental amendments may be required to contractual terms, roles and responsibilities, as well as remuneration arrangements. All can give rise to conflict both between individual senior managers, and between such individuals and the organisation. Coupled with this is the potential need for senior managers to enhance existing skills in areas such as people management, leadership, delegation, negotiation and communication.

You will have identified the potential for these conflicts and the benefits to your clients to offer an appropriate source of help and support to their senior managers to enable the implementation to be as smooth as possible. We can offer that support. We provide all the specialist expertise a senior manager will need in order to address your clients' SMR proposals combined with a commercial approach to solving sensitive issues. While always acting in the best interests of the senior manager, our aim is to enable workable solutions to be found to issues faced by the senior manager as part of the proposed or actual implementation of the new regime.

Our expertise

Abbiss Cadres is perfectly placed to help senior managers traverse the full range of issues that they may face as the new regime is implemented. We are a specialist City firm experienced in representing senior executives in the financial services industry. We also routinely act for major corporate clients in other sectors on key strategic restructuring and change exercises affecting their people. This gives us valuable commercial insight and perspective to bring to bear to the SMR and the process of change it involves for managers.

We understand the requirements of the SMR, and can deploy an expert team with a unique blend of skills from employment and pension lawyers to remuneration and share plan specialists familiar with the requirements of the FCA/PRA Remuneration Codes and Solvency II. For those who wish to access executive coaching services at a time of potentially significant change we can also offer access to our trained specialists and business psychologists.

How can we help?

From our well-positioned modern offices in Bank, we offer senior managers a service with three aspects:

1. **Advisory:** expert advice to enable senior managers to understand the new regime and the issues they face comprehensively, transparently and commercially.
2. **Conflict resolution:** where conflict does arise we provide high quality, well-reasoned individual legal counsel and support. We are here to find practical solutions for our clients and ensure that they face potential or real legal conflict with a clear sense of perspective and attendant risk to help ensure they get the very best possible outcome. Where possible, our objective is to negotiate or facilitate an outcome which is constructive, practical and amicable.
3. **Our specialist executive coaching support:** providing access to specialist executive coaching services to help senior managers as they address the new challenges that change brings to their roles. This is designed to enable them to continue performing at their best and to respond appropriately not only to proposed changes, but also as they work to acquit their new responsibilities in a new regulatory and management environment.

How will this help my client?

- It ensures, as far as reasonably possible, that senior managers receive sensible, comprehensive, commercial advice and support in relation to your clients' SMR proposals and how they may affect them.
- It reduces the potential for delays caused by managers seeking advice from those advisers lacking the expertise or experience to deal with the SMR regime and the range of issues it may raise, or having to seek advice from multiple sources.
- It promotes trust and confidence by providing a service for managers to feel fully supported by the business in dealing with required changes.
- By promoting transparency it maximises the potential for an efficient and consensual implementation of change to be compliant with the new regime.

How to find out more

If you would like to find out more and to discuss how we may be able to help, please contact David Widdowson on 0203 051 5711 or email us on info@abbisscadres.com.

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