

# Meet the Outset team

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**Lorraine Williams**

Senior Employment Lawyer

**outset.**

outsetuk.com



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## Describe your role and how you support our clients (in no more than 100 words)

I am an employment solicitor with a strong commercial focus to the advice provided. My friendly personality and professionalism help me to work with clients to find the best commercial solutions for their business taking into account the picture. I have particular experience on the employment side of mergers and acquisitions in both share and trade & asset transactions.

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## Give us a brief timeline of your career so far

I started work outside of the legal world in a secretarial capacity but soon decided that was not challenging enough for me. I studied law by distance learning whilst working full time and pursuing a voluntary career in the Territorial Army to qualify as a solicitor in the millennium. I was fortunate to be working in the legal department of ICI and then Astra Zeneca during my legal studies and undertook a large part of my training with them. The remainder of my training was with City law firm, Rowe & Maw (as it was then), where I stayed on qualification in their Employment Team for four years before joining Outset in 2004.

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**What do you wish someone had told you when you started out? Or what piece of advice were you given early on that has stuck with you?**

One of my early bosses recommended that I took Revenue law as a module in my degree as an understanding of tax law will always be useful for a career in employment law. They were not wrong and my colleagues (and I) are grateful for my knowledge and insight in to what can be a complicated area of law.

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**What has been your biggest challenge in your role**

The COVID-19 pandemic is definitely the most recent challenge. It has presented a big challenge to employment lawyers interpreting the Governments intentions, guidance and legislation which has, on occasion been conflicting.

In the absence of the pandemic it would have been my involvement in the part-time worker pensions claims early in my career and the sheer volume of litigation that entailed.

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**What do you enjoy most about your job?**

I love my job particularly the interaction with people. No two days are the same - you just never know what challenge is around the corner. I enjoy working with clients to find the best resolutions for them.

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**What do you think sets Outset apart?**

Undoubtedly the people and its vision and values. Outset truly has its clients' best interests at its heart. As a group we are different in our approach and uncompromising on the quality of our work and able to provide our clients with a broad range of advice and support in many different areas of expertise.

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**When you were young, what did you want to be when you grew up?**

A chef, but I can't stand being too hot so that was never going to work for me!

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**What do you enjoy doing when you are not working?**

Lots.... I have always been very keen on adventurous activities from ski-ing, to hill-walking and via-ferrata climbing (protected climbing routes in the Alps) but also enjoy pilates.

When not in the great outdoors, I can usually be found pottering in the garden or the kitchen and watching a good film. More recently, my life has revolved around training our puppy, a black Labrador, called Finley.

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**Who inspires you most and why?**

Other people and their achievements. The self determination of others, particularly in the face of adversity, is so inspiring.

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**What piece of advice would you give someone in business?**

Surround yourself with good people and create an inclusive environment where all can voice their opinions and feel valued and respected.



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Scan the QR code with your phone camera to download and save Lorraine's contact details.

