



Zoë Wigan

Zoë was an employment lawyer for nearly 25 years and was a partner and head of the London employment team at DAC Beachcroft LLP for several years. Zoë has also worked as an ER specialist and has worked in-house for a major insurer. Zoë has commissioned, conducted, led and advised on countless investigations. Her experience has resulted in a strong belief that investigations conducted with empathy, compassion and emotional intelligence are better – for uncovering what’s been happening and for maximising the chances of healing fractured workplace relationships. This belief, and a long-standing admiration for byrne-dean’s values and thought leadership, led Zoë to join byrne-dean in 2023, heading up the Resolution team.

Zoë’s role as Head of the Resolution team is to build and manage relationships with our clients, to make sure that we are helping them in the way that they need, to help team members with strategic thinking and to draw on the wider expertise of byrne-dean. She will always keep an eye out for effective, less divisive and confrontational routes – possibly mediation, high impact one to one coaching, training, or group trust building exercises. Zoë will also work on investigations, particularly where they are complex and sensitive.

Experience

Investigations – Zoë’s experience in investigations is deep and diverse. She has worked on investigations for a range of employers, in different sectors (predominantly in financial services), and across the whole range of HR processes. Recent examples include investigations into:

- multiple allegations of sexual misconduct at C suite level for an AIM broker
- allegations of systemic race discrimination in a high performing business unit of a large financial services employer
- allegations of assault, bullying and serial sexual harassment against the CEO of a small, high profile business
- allegations of bullying made against an employee of an NHS client who had a mental health condition .

Employment law - Zoë has recent experience of all areas of employment law, including dismissal, discrimination, and whistleblowing. She brings her 25 years’ knowledge and experience to bear in her investigations work.

Qualifications

BA (English), Manchester University

CPE, College of Law

LPC, College of Law

- allegations of whistleblowing detriment for an investment bank in a potentially high value, high profile situation