

Julie Speirs: “The energy sector is crucial to enabling the transition to a Net Zero future. I want to actively play a part in helping energy organisations on this journey, and C&S offers many opportunities to do so. »

Julie is a binational French and British Consultant with nearly 25 years in the Energy sector. Her expertise spans enterprise transformation, strategic planning, and agile program management. She joined C&S Partners, drawn by their human-centered ethos and flexible work environment, and looks forward to projects on organizational effectiveness.

TELL US A BIT ABOUT YOUR BACKGROUND JULIE

I’m a binational French and British Consultant and Executive Leader focused on the Energy sector with close to 25 years’ experience in internal and external Strategy & Transformation teams both within Big 4 and UK FTSE 100 organisations.

Intellectually curious, pragmatic and highly empathic, I care about enabling people and organisations to successfully adapt and operate effectively. I collaborate very closely to develop an in-depth understanding of the main opportunities and challenges within a sector or business. This includes a keen interest in understanding what an increasingly digitally-enabled environment and the rapid advancements in AI could mean for current and future ways of working.

I have contributed to the delivery of over £150m combined value for internal and external Senior Executives, Government Officials, Industry Association Heads and C-Suite clients and peers operating within Professional Services, Oil & Gas, and Power & Utilities sectors.

My focus has been on both delivery of one-off projects and leadership of cyclical business planning and performance management processes. Adept at navigating and engaging in highly complex, political and culturally-sensitive stakeholder environments, my experience spans:

- Enterprise transformation and change
- Group-wide Strategic & Business Planning
- Corporate strategy development and execution
- End-to-end operating model design and deployment
- Organisational effectiveness and Strategic Workforce Planning (SWP)
- Agile programme management
- Business performance management
- Industry-wide Thought Leadership
- Leadership of multi-disciplinary and international teams (ranging from fewer than 5 to 100+ colleague)

What motivates me most: co-developing impactful solutions to complex problems; building high-performing, agile and inclusive teams that blend together diverse experiences, skills, and ways of thinking; driving human-centred change; and having flexibility in how and where I work.

Outside of my professional life, I enjoy spending time with my husband and two children, skiing, yoga, reading and travelling.

AND NOW YOU ARE AT C&S PARTNERS, WHAT ATTRACTED YOU TO THE COMPANY?

The changing climate – and its devastating impact on the environment and local communities around the world – is forcing all industries to rethink how they operate. The energy sector is crucial to enabling the transition to a Net Zero future. I want to actively play a part in helping energy organisations on this journey, and C&S offers many opportunities to do so.

I also love the human-centred ethos that lies at the heart of C&S's purpose as a company – the recognition that strong business performance and strategy execution are delivered by people. And these are not just words on a mission statement...this comes through consistently through the projects they take on.

What is also a bonus for me on a personal level is the level of flexibility offered in their ways of working – a pragmatic and highly collaborative approach without the constraints of bricks and mortar.

FINALLY, WHICH PROJECTS WILL YOU BE WORKING ON?

I love to learn so I am looking forward to partner with my new colleagues on all types of projects with an organizational effectiveness focus.

