

the black  
lawyers  
coach

*caroline  
flanagan*

Cambridge graduate Caroline brings elite industry insight and lived experience to her work.



## be the first

Caroline Flanagan's "Be The First" philosophy is a call to claim space, lead boldly and turn being 'the only' into being 'the first'. Rooted in her lived experience as a City lawyer navigating environments where she rarely saw anyone who looked like her, Caroline reframes isolation into empowerment. Instead of waiting for doors to open, she teaches under-represented professionals — particularly people of colour and women — to recognise their power, shape their own narrative and create the opportunities they deserve.

### BIOGRAPHY

Caroline Flanagan — known as The Black Lawyers' Coach — is an executive coach, author, and speaker. A Cambridge University History graduate, Caroline began her career as a magic-circle trained international finance lawyer. She empowers lawyers and professionals of colour to overcome imposter syndrome, amplify confidence, and achieve success on their own terms. Her message, Be the First, is both a call to action and a mindset — inspiring individuals to break barriers, claim their space, and lead the way for those who follow.

Through her talks, coaching, and podcast, Caroline bridges personal development with professional advancement, helping individuals thrive not in spite of their difference, but because of it. Her work sits at the intersection of law, leadership, and lived experience. While her roots are in the legal profession, her message resonates with all professionals navigating systems where they've historically been underrepresented. Caroline's niche blends career empowerment with identity, self-belief, and resilience — championing authenticity as a leadership superpower and embodying what it truly means to Be the First.



## CLIENTS

Caroline’s work has reached professionals across the globe - from the UK and US, to France, Germany, Sweden, Luxembourg, Italy, India, Zimbabwe, and Australia.

She has had the pleasure of working with many of the world’s leading law firms, including: **Allen & Overy, White & Case, Mayer Brown, Latham & Watkins, Kirkland & Ellis, Ropes & Gray, Ashurst, Trowers & Hamblins, Herbert Smith Freehills, Eversheds Sutherland, Dentons, Morrison Foerster, Stephenson Harwood and Weil, Gotshal & Manges.**

Caroline has also worked with some of the world’s most recognised organisations and brands, including: Deloitte, HSBC, Morgan Stanley, ICAEW, BCG Google, Accenture, Michael Kors, Shell and Starbucks, and regularly partners with the Black Talent Charter and the Black Counsel Forum to support the progression of diverse talent.

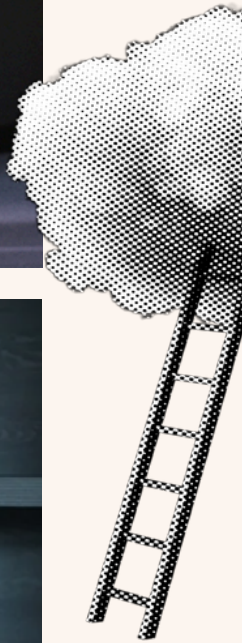
## COACHING





A former international finance lawyer turned coach, Caroline helps Black legal professionals step into leadership with confidence and impact. Drawing on her own experience of “being the only one in the room,” her flagship principle – “Be The First” – empowers clients to navigate barriers, overcome self-doubt, and amplify their careers.

## AUTHOR & KEYNOTE SPEAKER

Caroline is also an established keynote speaker and author. She is regularly engaged by leading law firms and organisations to deliver keynote talks and workshops on diversity and inclusion, confidence, and imposter syndrome.

Her sessions blend insight, storytelling, and practical strategy, leaving audiences empowered to create meaningful change across the legal and corporate worlds. She is the author of two books, including Business Book of the Year finalist Be The First: People of Colour, Imposter Syndrome and the Struggle to Succeed in a White World (2021) – available in digital, audiobook, and paperback formats.



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