

Our team

Shanin Lott

Shanin partners with professional services clients, with a focus on law firms, to identify and develop forward-looking leaders. Based in Toronto and New York, she advises C-suites on executive searches, leadership assessment, team effectiveness, and culture analysis.

Shanin brings extensive experience advising high-performance, client-centric professional services firms in deeply competitive landscapes. Previously, she was the chief people officer for the Canadian region of Norton Rose Fulbright, and was instrumental in supporting the firm's global people and culture strategy. In that role, she developed and executed the people strategy across functions, including talent attraction and development, performance, DE&I, culture and engagement, and HR operations. Shanin has also worked on extensive corporate culture audits. Before that, she led talent management and marketing and communications teams at Stikeman Elliott, a top-tier Canadian law firm. She has also practiced law in NYC and Canada

Shanin holds a BA (hons) in English literature from the University of Windsor, and an LLB from the University of Ottawa. She is called to the bars of Ontario and New York.



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