

# Radars

Braddell Brothers LLP  
Singapore

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**1. Your journey in the legal profession is remarkable. Could you share the pivotal moments that defined your career path, along with any unexpected challenges or significant triumphs that have shaped you as a lawyer?**

I have handled a wide range of commercial and civil disputes across various industries such as construction, chemicals, property, finance, retail, medical and more, but it is always the cases with a personal element that are the most memorable.

One case in particular comes to mind – a highly contentious matrimonial dispute, which I handled right before, and for 4 years after, I was called to the Singapore Bar. It was a fast-moving, acrimonious case involving custody, asset division and maintenance issues. Advice (sometimes personal, instead legal) needed to be given to my client – the wife – on an almost daily basis. Hundreds of phone calls were made, over a thousand emails sent. Every week required us to exchange multiple acrimonious letters with opposing counsel. Every other month involved a contentious hearing in Court.

At the beginning, I was newly minted lawyer and I recall vividly how the client had refused to trust my advice. After (sometimes hour-long) telephone calls with her, she would often say to me “what does [the Partner] think, check with him”, notwithstanding my assurances that our entire team’s advice was aligned. I knew I was inexperienced and still learning the ropes at that point in time, but her lack of trust in my competence was frustrating. I was a qualified Advocate & Solicitor, yet it did not seem that my qualifications mattered very much.

On my birthday the following year, I recall repeatedly chasing that same client for her instructions to prepare an affidavit that was due to be filed in Court the following afternoon. She eventually gave me her instructions only at 10pm that evening, resulting in me having to pull an all-nighter to complete the requisite draft. That was the first substantive affidavit I had ever drafted. I dragged myself to the office the following morning bleary-eyed, all the while questioning whether the physical and emotional sacrifices for my craft were worth it.

Fast forward three years later, after showing that client each day through my actions and words that I knew her case inside and out, that I knew the law and how to navigate the Singapore Courts, and that I was there for her as an advisor and (to a degree) friend, I became her go-to point of contact. She no longer asked me “what does [the Partner] think”, but instead “what do you think”. When her case came to a close, she gave me a final call and said, “thank you for being with me on my life journey”. It was at that moment that I looked up from the trenches and realised how far I had come. I was no longer the bright-eyed junior lawyer armed only with knowledge from textbooks, but a hardened Advocate & Solicitor with many other tools at my disposal.

In the commercial space, I also recall challenges navigating the cultural nuances of cross-border disputes. As such cases often involve different legal systems, cultures, and languages, handling them required me to not only be a technically competent lawyer, but also a cultural mediator and negotiator. I learned the value of cultural sensitivity and the importance of building strong, collaborative relationships with international counterparts, especially foreign co-counsel.

To me, the most significant triumphs in my legal career have not been the big wins or the high-value cases, but instead the personal triumphs of pushing past the limits I (perhaps mistakenly) thought I had. My journey in the legal profession has been a continuous process of self-discovery and improvement. I am constantly challenged to empathise more deeply, think more critically, communicate more effectively, prioritise better, and be more curious about the world around me.

Each pivotal moment, unexpected challenge, and significant triumph has contributed to my growth not just as a lawyer, but as a person. I am grateful for the experiences I have had and look forward to continuing to evolve and make a positive impact in the legal industry.

**2. Singapore is known for its progressive legal system, yet challenges persist. What do you see as the most significant barriers for women lawyers in achieving equity and leadership roles, both locally and globally? How can individuals and organisations, including law firms, actively work to overcome these challenges?**

Thank you for this important question. One key barrier I have observed is unconscious bias during the hiring process, especially in the Asian context, where women often bear a disproportionate share of family responsibilities. There may be preconceptions about a female candidate's long-term commitment to the profession or assumptions about her priorities, which may influence hiring decisions, even if those biases are unintentional.

An interesting challenge that deserves more attention is the dynamic between senior and junior female lawyers. Sometimes, senior female lawyers may hold junior female lawyers to different, and even higher, standards than their male counterparts. This could stem from their own experiences of having to work exceptionally hard to prove themselves in the profession, inadvertently perpetuating a cycle of heightened scrutiny for the next generation of women lawyers.

However, I believe these challenges can be addressed through concrete action. Law firms could implement structured hiring processes with diverse interview panels and standardised evaluation criteria to minimise unconscious bias. Organisations can also provide leadership training that specifically addresses these interpersonal dynamics and promotes constructive mentorship across gender lines.

On an individual level, I believe in the importance of building strong professional networks and actively seeking opportunities for growth. I have personally benefited from joining legal professional groups that focus on women's advancement in the legal industry, which provide both support and valuable connections.

What excites me most is seeing how positive changes are already taking root in Singapore's legal landscape, with more women taking on senior roles in both private practice and the judiciary. This progress, while gradual, shows that meaningful change is possible when individuals and organisations work together purposefully.

**3. Balancing a demanding legal career with personal commitments can be particularly challenging. How have you navigated this balance, and what philosophies or strategies have been key to your success? What advice would you offer to aspiring women lawyers striving for harmony between their professional and personal lives?**

Navigating the balance between a demanding legal career and personal commitments has indeed been a challenging. As a young, female litigator who has recently been promoted to Partner, I have had to develop and consistently refine strategies to ensure that neither aspect of my life is neglected.

One of the most crucial strategies has been effective prioritisation and time management. I make it a point to plan my week meticulously, ensuring that slots for work, family, and personal activities are allocated. This helps me stay organised and ensures that I am able to meet my professional obligations without compromising excessively on personal time. Establishing clear mental boundaries when I am not working are also essential. I consciously mentally disconnect from work during personal time. This not only helps in guarding against burnout, but also allows me to be fully present in anything that I do.

Taking care of my physical and mental well-being is also a priority. Regular exercise and ensuring that I get enough rest are non-negotiables. I have found that these habits enhance my productivity and focus at work, and that I need to feel physically well to perform my best.

I am fortunate to have a strong support system at work and at home. At the firm, I work with a team that understands the importance of having a life outside of the office and implements remote working policies to ensure that our lawyers get the flexibility they need. We also support each other in managing workloads and cheer for each other when we achieve personal milestones. At home, my husband (also a lawyer) has been incredibly supportive, which has been instrumental in my ability to navigate the demands of my legal career.

As the legal profession is ever-evolving, staying updated with the latest developments and technologies is another method to maximise time. Luckily for me, my firm embraces the philosophy of working smarter and not just harder. By leveraging legal technologies, I have been able to streamline legal tasks and focus on more critical aspects of my work.

To aspiring women lawyers striving for harmony between their professional and personal lives, I would offer the following advice: Set reasonable and realistic boundaries, communicate them at work and at home, and do not compromise. Advocate for yourself. If the firm you work for does not respect those boundaries, perhaps it is time to look for a firm that will. A legal career is a marathon, not a sprint. It is your responsibility to do all that is necessary for you to complete the race, and complete it well.

**4. As a member of Legalink, a global network of law firms, how has this affiliation enriched your ability to forge connections across jurisdictions? How have these global relationships influenced your professional growth and the practice at Braddell Brothers?**

My involvement with Legalink has been transformative for both my practice and professional development. During my attendance at two General Meetings in Tokyo and Dubai, respectively, I had the privilege of building genuine relationships with lawyers from all over the world. Some of those connections go beyond mere professional courtesy – they have evolved into trusted partnerships that allow my firm to serve our clients more effectively across jurisdictions.

What has been particularly valuable about in-person Legalink meetings is the opportunity for face-to-face interaction with fellow practitioners. The personal connections we build makes it much easier to pick up the phone or send an email when a client needs assistance in another jurisdiction. I know exactly who I am reaching out to and can vouch for their expertise firsthand.

As a newly promoted Partner at Braddell Brothers LLP, these relationships have become even more crucial. Whether it is seeking specialised input on cross-border matters or collaborating on multi-jurisdictional cases, having reliable colleagues around the globe has enhanced our firm's capability to handle complex international work. The network has also exposed me to diverse legal perspectives and approaches, which has been invaluable for my professional growth.

Beyond the practical benefits, these international connections have broadened my understanding of global legal trends and business practices. The insights gained from discussions with Legalink colleagues often inform my strategic advice to clients, particularly those with international operations or expansion plans.

**5. In your view, what role can Legalink play in advancing greater inclusivity within the legal profession, particularly for women lawyers? How can the network empower women to move beyond participation and into positions of leadership?**

Based on my experience with Legalink, I believe the network has unique potential to advance women's leadership in the legal profession, particularly because it operates at the intersection of global connection and local implementation. The international General Meetings I have attended demonstrated the power of bringing together diverse perspectives, but I see several ways that Legalink could further strengthen such impact.

First, Legalink's global platform provides an invaluable opportunity for mentorship and sponsorship across borders. By facilitating connections between senior women practitioners and rising female practitioners, the network can create pathways for mentorship and leadership development that might not exist within individual firms, especially small law firms. I envision a structured mentorship program that pairs experienced and junior female practitioners across different jurisdictions, offering both professional guidance and practical opportunities for growth.

Additionally, Legalink could leverage its international meetings to showcase women leaders and their success stories. Accomplished female practitioners in leadership positions sharing their experiences and strategies act as powerful role models and concrete examples of career progression. Such forums could also facilitate frank discussions about overcoming common challenges and identifying opportunities specific to women in law.

Perhaps most importantly, Legalink's position as a global network allows it to influence firm culture across jurisdictions. By encouraging member firms to implement inclusive policies and track progress on women's advancement, the network can help create an environment which elevates women into leadership positions.

As a recently promoted female Partner, I'm particularly interested in contributing to and benefitting from these efforts. I am happy to work with colleagues across the network to create meaningful change. The legal profession benefits immensely from increased discourse and diverse leadership, and Legalink is well-positioned to accelerate this transformation.

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