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(From left to right) Peter V. Baugher, a partner at Schopf & Weiss LLP, spoke about the advancement of female attorneys in the legal industry while fellow panelists Donald A. Tarkington, a partner at Novack and Macey LLP, and John F. Kennedy, a shareholder at Shesky & Froelich Ltd., listened. The Women's Bar Association of Illinois hosted the event, titled "The Male Perspective: Make Me Your Mentor," on Tuesday. The panel also included Anthony J. Carballo, a partner at Freeborn & Peters LLP (not pictured). *Brian J. Morowczynski*

## Men offer mentor perspective

BY JENN BALLARD  
*Law Bulletin staff writer*

Female lawyers need both men and women as mentors to achieve success in their careers.

And those mentors need to possess strong integrity, honesty and trustworthy qualities, said Anthony J. Carballo, a partner at Freeborn & Peters LLP.

"You must seek a mentor who has the knowledge, expertise or skills that you want to learn," he said. "A lot of what we learn in the profession of law we don't learn in law school. ... You want to find a mentor who actually has the knowledge that instills in you the skills to be a good lawyer."

Carballo served as one of four panelists during the Women's Bar Association of Illinois' (WBAI) discussion Tuesday about the advantages men provide when mentoring women in the legal profession.

The WBAI event, "The Male Perspective: Make Me Your Mentor," also featured Peter V. Baugher, a partner at Schopf & Weiss LLP; John F. Kennedy, a shareholder at Shesky & Froelich

### WBAI panel features male lawyers who offer tips for women advancing in careers

Ltd.; and Donald A. Tarkington, a partner at Novack and Macey LLP.

New female lawyers should seek male mentors because, "there are a lot of us," Baugher said.

"If you want a mentor who has practiced law for a substantial period of time, statistically, you are going to end up with one of the four of us or one of our contemporaries," he said. "As much as you assume you share life perspectives and issues with other women lawyers ... you want to get as many perspectives as you can."

A mentor relationship should grow into a working friendship, Baugher said, like the bond he shares with Jennifer A. Waters, a partner at their firm.

"I have found through case work, when you are sitting in the other person's office, and you start to talk about things outside of the case ... (the bond) happens organically that way," said Waters, who spoke at the

event. "That good working relationship helps you build trust."

Creating that type of relationship stems from selecting the right mentor, Tarkington said.

"Figure out who are the influential people ... who are open to helping somebody else," he said. "It is an evolving relationship."

Finding the right mentor helps young female lawyers figure out the politics of a firm, Kennedy said.

"Fifteen to 20 percent of female lawyers in private firms are in the leadership level," Kennedy said. "I think (finding a mentor) is very important to finding access to that domain."

Gia T. Colunga, an associate at Freeborn & Peters, told the crowd that Carballo helped her handle cases and navigate the firm.

"He really helps me deal with firm politics," she said. "Mentors have been around the block. You really need to make sure you pick some-

one who will help you succeed."

Female lawyers must start networking early in their careers, Kennedy said.

"You have to devote 300 to 400 hours outside the office to networking, writing, teaching. ... If you aren't out there marketing yourself in addition to putting in the time necessary for your firm's billable hours, you aren't going to grow business," Kennedy said.

Female lawyers can launch their careers faster by building legal contacts, Baugher said.

"Some of the contacts I have made (are) through parents of the children my children were involved with," he said.

"It seems to me, women, if anything, would have an advantage to the extent that they show up at more school functions."

La Grange solo practitioner Jeanine M. Cunningham said she attended to learn more about the panelists' career journeys.

"It is usually a long, winding road to success and I think they could impart some wisdom on all of us," she said.

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