



SCOTT PAULUS

Nancy Peterson

Partner, Quarles & Brady

What is the single greatest business challenge that women face today?

"The pace of change is the greatest challenge, and opportunity, in business today. It has become more important than ever to anticipate trends and adapt to change in your own organization and the broader marketplace. Women who can be open, creative and collaborative will see new opportunities."

Over the past 15 years, Nancy Peterson, a partner at Quarles & Brady's Milwaukee office, has increased diversity and passed milestones at the law firm, and learned to balance her family and career.

Peterson was the first female partner in Quarles & Brady's environmental law group. She also has chaired the firm's diversity committee since its inception in 2001.

In her role on the committee, Peterson, 52, helps shape the firm's minority recruiting and mentoring programs. Peterson said the importance of diversity was instilled in her as a child, traveling with her parents to Europe and South America. She said experiences abroad made a

BEHIND THE SCENES

lifelong impact on her view of the world and her desire to find commonalities among people.

"That extra perspective always makes me feel like I haven't missed something in the analysis," she said of increased diversity at the firm.

Quarles & Brady's environmental law group currently has four female partners out of 22 partners. But when Peterson was made partner in 1993, she was the only woman in that practice group. However, Peterson said, the experience was hardly new. Growing up with three older brothers, Peterson spent her summers working for the family construction business.

"After that, a bunch of male lawyers was kind

of a piece of cake," she said. "I feel comfortable in that more male environment."

Peterson said her advocacy of family-friendly work policies and flexible scheduling at Quarles & Brady grew out of her own experience. Peterson's sons, now ages 9 and 12, were born after she was made partner, giving her a unique attitude toward family-friendly work policies. Peterson said she identifies with working mothers and their desire to be both a good attorney and a good mom. She also understands the need for the firm's partners to recruit and retain new lawyers.

"I was really well-positioned to be able to help craft those policies and get them implemented because I could see both sides of almost any issue," Peterson said.

Practices like flexible scheduling have resulted in higher retention rates of women attorneys at Quarles & Brady.

Ann Murphy, the managing partner of Quarles & Brady's Milwaukee office, said Peterson's experience makes her a mentor to younger lawyers.

"She brings so much to our law firm in her legal skills and is able to really help us in our diversity efforts," Murphy said. "Her ability to balance all of this with her family makes her a really wonderful role model."

— Megan Hupp

Congratulations

2008
Women of Influence
Award Winner

Nancy Peterson,
Partner



We are honored to have you join Quarles & Brady's
previous recipients of this distinguished recognition.

2006 Award Winner - **Kathryn Buono**, Partner

2004 Award Winner - **Julianna Ebert**, Partner



Common Ground. Uncommon Vision.

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