

WOMEN'S HISTORY MONTH

WOLF GREENFIELD WOMEN'S HISTORY MONTH PRACTICE GROUP LEADERS Q&A 2022



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Q: *What motivated you to step up and be a leader at Wolf Greenfield?*

A: Well, first-off, I did not seek out or campaign for this position! I was asked to contribute to the firm, specifically to help Helen [Lockhart], our existing and wonderful Practice Group Leader (PGL), in view of the ever-increasing size of our group. I felt it was time for me to step up and do my part for our group. Helen has been PGL twice and John [Van Amsterdam] was PGL in between those two runs, and I've always respected them for that commitment to the firm and for the incredible job they have done. But at some point you say to yourself that it's time to step up and give others some relief, so that the baton (or torch) can be passed on, so to speak.

Being a PGL (or a co-PGL) is a sobering task. You're responsible for the members of your group and the direction of your group. It's a huge honor but it's also a huge responsibility. I analogize it to being a parent in a way: you are there to help the members of your group be the best they can be, and you are proud when they achieve that success. But it's not about you, it's about them.

Q: *What factors impact a woman's ability to lead others?*

A: I don't want to make it sound as if females have a monopoly on any of these attributes, but I will comment on the characteristics I value in leaders:

- the ability to put the needs of others before your own
- the ability to be empathetic even if you haven't experienced the same hardship
- the ability to allow others to shine and get the glory (and being completely happy and proud even if you are out of the spotlight)
- having the backs of your people (allowing others to take the credit when things go right but shouldering the blame when things go wrong)

Q: *What are the benefits to having women in leadership?*

A: Like all forms of diversity, women can bring a different perspective and a different skill set to bear in their workplace and in their leadership. This can be seen in their goals and how they go about achieving those goals with their team, their interactions with others, their ability to avoid, handle and/or overcome conflict, and their priorities for their workplace and organization. And of course, having women in leadership positions now shows a younger cohort of women and girls that this is something they can reach for, achieve, and excel at, as well.