

THE RECORDER



DISTINGUISHED LEADER HONOREE

Charles Ruck,
Latham & Watkins



Latham partner Charles Ruck.

Charles Ruck, partner with Latham & Watkins, is among the recipients of The Recorder's 2025 Distinguished Leader Award. Read a Q&A with him below.

What are some of your proudest recent achievements?

As global chair of Latham's corporate department, which includes more than 2,300 lawyers, I'm extremely proud of the steps we have taken collectively to propel our firm's largest department to unprecedented heights. We've recently pioneered strategic initiatives within the department, including a staffing model that enhances resource and pricing efficiency, a strategically structured management framework ensuring optimal oversight, and cross-departmental collaborations. Our accomplishments in the market bear out our success—for example, Latham advised on the most U.S. IPOs in 2024 by a wide margin and earned over 100 No. 1 rankings globally across M&A and private equity league tables.

How would you describe your approach to leadership?

Inclusive and collaborative. Our clients are widely recognized as leaders in their industries, and lawyers at Latham are subject matter experts with a penchant for

legal innovation. Often, my job involves bringing the correct people to the table in order to forge the best legal solutions for the challenges at hand.

How are the business and profession of law changing, and how should lawyers adapt for the future?

The law is constantly evolving, and so must lawyers. Technology is a big driver of change, and all lawyers would be wise to understand artificial intelligence and how it is affecting the ways in which our clients conduct business and, in turn, the ways in which we practice law.

What is the best advice for someone considering a career in law, or someone already in the profession who is seeking to make a greater impact?

Dive into the business of your clients. Understand their market position and appreciate the risks and challenges they face on a daily basis. Putting yourself in your clients' shoes goes a long way toward establishing the rapport and insights needed to be a truly trusted adviser.