

## TEXAS LAWYER

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LEGAL AWARDS  
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### INFLUENTIAL WOMAN OF THE YEAR FINALISTS

Mollie Duckworth, of Latham & Watkins, is among the finalists of Texas Lawyer's 2025 Influential Woman of the Year Award. Read a Q&A with her below.

**When you first started in your career, what strategies did you employ to amplify your voice and ensure that the issues important to you were heard by decision makers?**

In the early stages of my career, I found that building a foundation of trust with senior colleagues set the stage for being able to amplify my voice. By consistently delivering high-quality work and demonstrating a passion for learning, I earned a reputation for reliability among the more senior lawyers on my team. This ultimately led to



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sponsorship and mentorships that supported my growth, but it also allowed me to surround myself with supportive colleagues and mentors who were invested in my success. Having a strong network of trusted individuals who encouraged and respected me as a lawyer allowed me to develop the confidence to speak up, take a seat at the table, lead the drafting session, or ask the hard questions, knowing that I had supporters who would always have my back.

I also made it a point to identify the characteristics of partners whose professional demeanor and client relationship skills I most admired, and looked for ways to incorporate those skills into my own practice. Being the loudest voice in the room was never my style, and I found that often the voices that have the most impact are those that are calm, prepared and genuinely looking for a solution.

**How has your perspective on leadership evolved over time, and what does being a leader mean to you now?**

When I first started practicing law, leadership seemed to be focused on making decisions or being “in charge”. Or in some cases was just a responsibility that fell on the shoulders of the most senior lawyers. But today I see leadership as setting a positive example, establishing a tone that aligns with the culture and values of the organization and empowering your team to succeed. A true leader helps build consensus and ensures that the organization is moving in the right direction.

A strong leader embodies the core values and temperament necessary to navigate challenging issues in a manner consistent with the organization’s principles. They possess the ability to see the strategic long-term vision and put their team in a position to realize that vision. Leadership is about being a guiding light, providing direction and inspiration, and fostering an environment where everyone can contribute to a team’s collective success.