

CINCINNATI BUSINESS COURIER

PROFESSIONAL SERVICES • LIST Q&A

Thompson Hine's Megan Glowacki is deconstructing stereotypes



LARA SCHWARTZ
Staff reporter, Cincinnati Business Courier

Megan Glowacki, like many young women working in law, has had the experience of walking into depositions and being asked if she was a court reporter by opposing counsel.

"They're core memories," she said. "I remember them well."

But in those moments, she only finds motivation to change the narrative and the stereotype.

At just 37 years old, Glowacki became partner-in-charge at Thompson Hine's Cincinnati office, but when she first took on the role, she was unsure how it would be received.

"I've been immensely proud to call Thompson Hine home because my fellow partners are supportive. They have never once looked down on age or gender as some sort of barrier to the leadership here," she said.

What makes Thompson Hine different from other offices in the area? Sometimes, big law firms have certain stereotypes that come with them. Thompson Hine is a national law firm. We've got offices from New York and D.C. to L.A., but we really have Midwest roots. When we say that, we're folks that are collaborators instead of individual contributors. It isn't a cutthroat environment where we're set out to compete against one another. Our drive is to bring in the best talent that can work together as a team to best service our clients.

Are there misconceptions about your job and industry? That people who are lawyers like to argue all the time. I hear this from students who are thinking about going to law school or that are in law school because they like to argue. I think what they all find is that our clients want a partner who will help them work through their challenges, who is solution-oriented, business-minded, can be creative and obviously sensitive of the cost associated with the value we provide. They don't just want somebody who has a penchant for arguing.

What is the most rewarding part of your job? Finding a client a solution that they didn't think was possible and doing it in a way that reduced their risk and in a cost-effective way.

Where is your industry excelling right now? Thompson Hine is excelling in an area that the rest of the industry isn't and that's in the area of innovation. Our clients are focused on predictable, efficient and transparent legal services, and the world is changing. Lawyers are often slow to latch onto new technology. Thompson Hine has really been an innovator over the last 10 years but continuing to do so as we look at how artificial intelligence is going to transform services, how we can use software to help our clients. Data is coming in from everywhere. New laws are coming in from everywhere whether it's Europe, federally in the U.S., state or local laws. The challenge is how do they organize it, keep track of it and once they can filter through the data how can they make sure they are making good business decisions. So, Thompson Hine has been recognized in three different ways this year for some of those innovative legal services.

What would you tell a young professional who wants to sit in your seat one day? There's no substitute for hard work and there's no substitute for putting one foot in front of the other and just getting started on

that career. It doesn't matter necessarily where you start, but I do believe that with effort and persistence somebody can get to where they want to be.

What do you look for when considering someone for a role? I think things have circled back to looking for candidates with resumes that demonstrate that they've had those hard jobs. I love to see someone who has customer service experience through retail or fast food or waiting tables ... things that show grit and determination and work ethic.

Where would we find you on a typical Saturday? On some court or field with one of the two kids being the star athlete for that moment. They do all the sports. My sixth-grade son plays football, basketball, baseball, volleyball and golf. My daughter does gymnastics, volleyball and drama. We have two weeks out of the year without a sport going on.

What was your first job? I worked in the picnic area at Kings Island.

What's the best book you've ever read? "A Gentleman in Moscow" by Amor Towles. I've recommended it to dozens of people, and nobody likes it as much as I do. It's dry. It takes a long time to get through, but it's the book that I go back to. I pick up a new nugget every time I read it.

What do you listen to on your way to work? Music. I couldn't tell you what it is. I spend my 30-minute commute in the morning trying to prioritize. On the way home it's music because I need to decompress.

Megan Glowacki

Title: Partner in charge

Organization: Thompson Hine

Age: 39

Residence: Loveland

Family: Husband, Matt; two children

Education: Bachelor's, University of Dayton; J.D., University of Cincinnati College of Law

Career path: Associate attorney at Lazarus and Lewis (formerly Hardin Lazarus & Lewis); associate attorney, partner then partner-in-charge at Thompson Hine