

**Money Talks**

March 31, 2026

**How Women Can Advance in Big Law**FEATURED IN *ATTORNEY AT LAW MAGAZINE***Holly Chamberlain**  
Partner, Real Estate**Angela Batterson**  
Partner, Fund Finance

C A D W A L A D E R

Cadwalader partners **Holly Chamberlain** and **Angela Batterson** co-authored a Women's History Month feature for *Attorney At Law Magazine*, noting that "there is no single blueprint for career progression in Big Law," and that female attorneys may very well face additional challenges. They explain that, as lawyers in traditionally male-dominated practice areas and members of Cadwalader's Management Committee, they are "sharing a set of the behaviors and actions that have guided us and can serve as signposts for others as they look to advance in their careers."

They urge women to "do great work and make yourself the go-to attorney on the team," to "raise your hand, ask for more responsibility, and volunteer for new assignments," and to take opportunities "even if you think you're too busy," because "you only get so many chances to impress so don't become the person known for saying no." They emphasize that "success isn't about not making mistakes; it is about how to fix the mistake without losing your confidence," that mistakes "aren't the end of your career, they are spring boards to a better you," and that "you cannot assume that opportunities are going to come your way. You have to go out and grab them" by asking for deals, partners, pitches and CLEs.

They describe a good mentor as crucial early in your career, whether it is a sponsor who gives direct feedback and guidance or a senior lawyer who pushes you hard and forces you to be prepared. They also point out that mentors are not always obvious and that sticking with difficult situations can itself provide guidance that drives career progress.

Once in leadership, they advise, "don't slink into the background. You have earned your 'seat at the table,' so take full advantage of it. Speak up. Voice your opinion. Share your perspectives." While no single approach fits everyone, these habits helped them build the credibility and trust needed to become effective leaders.

Read the full story [here](#).