

LACCA's top in-house women

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As a second instalment of our focus on women in-house, LACCA presents some of the most inspiring female corporate counsel working in the region.

Aline de Almada Messias



"If I were mentoring a young woman, I would tell her never to apologise for being a woman and never give in to prejudice. I would tell her to be confident, work hard and be proud of being a woman."

"My great achievement has been growing professionally in such different areas and cultures, assuming leading positions and being able to build such a great family with two beautiful daughters, who support and admire me."

General counsel for legal & compliance, **TAM Airlines**, Brazil

Previous roles: General counsel legal & compliance at Samsung, legal director for Google Latin America, legal director at Sony, legal manager at Whirlpool

Daniela Anversa Sampaio Doria



"My greatest achievement has been juggling motherhood and marriage alongside running on the partnership track of a leading law firm. Eventually I became partner. . . so my advice would be -never give up!"

Head of legal department, **Rabobank International**, Brasil

Previous roles: Partner at Pinheiro Neto, foreign associate at Cleary Gottlieb Steen & Hamilton

Adriana Bastos

"My advice is "don't try to be a man". In my career, I have seen many women pretending to work and think as men do. Women are different from men and it is good for the company to have diversity. We have different management styles and decision making processes."

"Vale has changed a lot over the years. Now you can find women in all areas, including the site operational functions, and the legal department was one of the first to have women in senior positions. I feel part of the women's history at Vale and I am proud of it."

Deputy general counsel, vale, Brazil

Daniela Carneiro Cândido da Silva

"Always see obstacles as challenges and focus on the results."

Manager of risk management, secretariat, legal and internal auditing, Furukawa Industrial, Brazil

Previous roles: Legal counsel at Placas do Paraná (currently Arauco do Brasil), Local Compliance Officer for Private Banking at HSBC.

Valeria Chapa

"I'm lucky to belong to a company that is deeply committed to diversity in all departments (not just law), but I definitely see a positive trend in many other companies as well to promote diversity."

"In Mexico, with such few women partners in law firms, it is more difficult for young female lawyers to have role models or meaningful mentors that can support them in advancing their careers, so they are discouraged by the male-dominated model in which billing, billing, billing (and rainmaking) is the name of the game."



Latin America general counsel, **Honeywell International, Mexico**

Previous roles: national partner for Baker & McKenzie in Mexico

Alessandra DeIDebbio



“ . . . trust yourself. Self-confidence is key to success. Persistence is needed and [each woman lawyer] should be herself and not pretend to be a man to be respected. Don't try to be someone you are not.”

“There are several typical female characteristics that can play an important role in a leadership position. Don't be afraid of using them . . . men and women are complementary. We need each other. No one is great at everything. So let's be allies, let's work together!”

Legal director, **Nokia, Brazil**

Previous roles: Legal director for Brazil and LTA at Nokia, legal director for Brazil at Nokia, senior legal counsel at Nokia, senior legal manager at Microsoft Brazil, legal counsel at Promon.

Ana Carolina de Salles Freire



“ . . . balancing work and family is for me one of the biggest challenges for women in senior positions nowadays whether working in a company or a law firm.”

“My advice would be to work hard, stay up-to-date, understand the business, and develop a good relationship with your peers and the leadership of the company.”

Director of legal and compliance, **AES Brasil, Brazil**

Previous roles: Partner at Tozzini Freire Advogados

Claudia Drago Morante

“ . . . we are different from men and we have to accept it and not hide those differences.”

“As an in house lawyer . . . we have to be proactive and think that we are part of the business . . .we don't have to be seen as the one that put obstacles in the way.”

Chief legal officer, **Graña y Montero**, Peru

Claudia Echavarría Uribe

“I feel the most common mistake smart woman make in a professional environment is to act apologetically and not be assertive enough. Understand your value, don't be afraid to ask for what you deserve, to follow your instincts, to speak your mind and to take chances.”

“You can be feminine, you do not need to act like a man, but girlish or childish behaviour will hurt your chances to be taken into consideration for more senior positions. Do not get discouraged by rejections, and do not take them personally.

If you do make a mistake, learn from it and move on.”

International legal counsel, **Bancolombia**, Colombia

Previous role: senior lawyer at Banca de Inversión Bancolombia, visiting lawyer at Sullivan and Cromwell, lawyer at Almacenes Éxito.

Emi Fujio

“I thought that being a women would be an impediment to go higher, but I see that it is a hurdle I created in my own mind, and it all depends on the results you achieve along the way and in your professional life.”



"Do not focus in one single way to solve a problem, see the big picture and you will find that there many other ways to solve the very same problem."

Managing director of legal department, **Mitsubishi**, Brazil

Isabelle Girard



"If a woman is willing to dedicate the time and efforts to fulfil her role, beyond what is expected of her, I believe that she will succeed. Barriers tend to exist outside of the internal company setting."

"I think many opportunities open up when one is willing to consider new alternatives and raise their hand for unexpected roles."

Regional legal lead, Latin America, **Pfizer**, Mexico

Previous roles: Regional director, regional legal manager, corporate counsel at Pfizer, associate at Baker & McKenzie

Josie Jardim



" . . . have fun. We all do better when we enjoy what we do and when we are able to laugh at our mistakes"

" . . .work hard, get things done and make sure that people see what you are doing. I don't like self-promotion when it's not based on good, hard work!"

General counsel, **Amazon**, Brazil

Previous roles: general counsel for Latin America at GE, general counsel at Motorola.

Violeta Longino



“Enjoy every day. If you do not enjoy every day in your work and in your life, odds are that you are in the wrong place. Find what makes you passionate and, once you find it, work hard. If your life is fulfilling, you are not going to second guess your choices.”

“If you chose to work and have a family, be proud of your decision. You do not have to apologise or feel guilty for your choices, nor do you have to explain or justify them to anybody.”

General counsel, Desca – Grupo Amper, USA

Previous roles: General counsel at Grupo Pheonix, associate at Holland & Knight, associate at Greenberg Taurig.

Carolina Machado Dufau



“My greatest professional achievement is to have successfully managed a rewarding and intellectually challenging career, in one of the best financial services firms of the world.”

“I would tell that young lady that an in-house career is one of the best professional options, with important intellectual challenges and career development opportunities that can be easily combined with an enriched personal life.”

Managing director, head of legal for Mexico & the Latam Wealth Management division, J.P. Morgan, Mexico

Previous roles: VP and assistant general counsel at JP Morgan, legal and compliance counsel at JP Morgan, foreign associate at Shearman & Sterling in New York.

Mónica Otero Venegas



“Devote a lot of time and effort to develop communication and networking skills. Be conscious of working at interdisciplinary teams, be open to listen to different approaches to daily business problems and learn from other professionals. Become business-oriented, proactive and practical.”

Counsel director, MCLA (Multi Country Latin America) & LatAm channels, Dell, Colombia

Previous roles: Senior associate at Brigard & Urrutia Abogados

Fabiana Regina Siviero



“Diversity is essential to a successful team of people. My advice would be to trust in your values - as a young female attorney, you can add different perspectives and thoughts to the benefit of the team. Don't try to behave like a man to be successful, but rather just be who you are. “

“Women are naturally great problem solvers and this is a very valuable skill for lawyers.”

Legal director for Google, Brazil

Previous roles: Litigation partner at Barretto Ferreira e Brancher Advogados, litigation senior associate at Barbosa, Müssnich & Aragão Advogados

Carolina Strobel

“I think the current working environment is still not as beneficial to women as it is to men. Particularities such as maternity leave, lack of working format flexibility, lower salaries, and networking restrictions, discourage many women to keep moving up in the formal marketplace, so, naturally, there are less women in senior positions than men.”

“ . . . free yourself from stereotypes and pre-established patterns and work your way to your future . . . Do not allow anyone, or anything to limit your possibilities”

Managing counsel, capital equity Latin America, Intel Corporation, Brazil

Previous roles: legal and compliance officer for HSBC Bank

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