

Charlotte L. Wager

**Chief Talent and Strategy
Officer**

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She / Her

Office

Chicago

Phone

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Overview

Charlotte Wager is the firm's Chief Talent and Strategy Officer with responsibility for driving the firm's strategic vision through implementing key initiatives. She has spent her entire career at the firm, first as an associate, then a partner, and now as the Chief Talent and Strategy Officer. In this role, she is focused on helping the firm achieve strategic growth in its core areas of strength. In addition, Charlotte continues to oversee the firm's efforts to attract and retain top talent including the firm's lateral partner hiring and integration programs.

Charlotte works with firm leaders on all aspects of practice development, including market assessment, innovation, and financial performance. A former Co-Chair of the firm's Hiring Executive Committee, she has deep experience directing evaluations and developing and mentoring talent at all levels.

A nationally recognized thought leader on subjects relating to hiring and development, Charlotte has presented at programs sponsored by the American Bar Association, Practising Law Institute, numerous law schools, and bar associations. She is a former past president and longstanding member of the National Association of Law Placement (NALP).

Charlotte's law practice previously focused on counseling policyholders and reinsurers on a wide range of insurance-related matters.

She is an avid runner who has completed eight marathons.

Credentials

Admissions

- Illinois, 1992

Education

- University of Illinois College of Law, JD, *summa cum laude*, Order of the Coif, 1992
- University of London, Queen Mary College, LLB, Order of the Coif, 1988

Court Admissions

- Illinois Supreme Court, 1992
- US Court of Appeals, Ninth Circuit, 2000
- US District Court, Northern District of Illinois (Trial Bar), 1992

Service / Recognition

Community

- Fourth Presbyterian Church, Board of Trustees, 2009-2012; Deacon 2024

Service to the Bar

- American Bar Association, Section on Insurance Coverage
- American Bar Association, Accreditation Committee, 2015-2018

Industry

- NALP (National Association for Legal Career Professionals), President, 2012; President-Elect, 2011; Vice-President, 2008-2012; Director, 2008-2010
- NALP Foundation, Board of Trustees, 2023-2024
- NALP Foundation, Advisory Board, 2024-present