

From the Phoenix Business Journal:

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## 40 Under 40 2020: Lea Phillips, Ballard Spahr LLP

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### Lea A. Phillips

**Age:** 34

**Job title:** Associate Attorney

**Organization:** Ballard Spahr LLP

**Hometown:** Oradell, New Jersey

**What's your definition of success?** I think Maya Angelou said it best. "Success is liking yourself, liking what you do, and liking how you do it."

**What's the most important quality of leadership?** Integrity.

**Besides your smartphone, what's the best tech invention that you use regularly?** My Kindle e-reader. I'm a bookworm.

**Amid the move to work from home amid Covid-19, what's the best way you've found to stay in contact with people in your business and personal lives?** In addition to Ballard's fun virtual events and video chat happy hours, my friends and I have been texting each other gifs and emojis throughout each week. The feel-good power of a well-timed and hilarious gif cannot be underestimated.

**What was the best thing and the worst thing about working from home?** After four months as my office-mate, my 9-year old is starting to pick up my "lawyer-speak." Last week, he suggested it was "time to explore different options" for lunch and, after settling on a roast beef sandwich, thanked me for the "productive discussion." I think that covers both categories.

**What's your go-to smartphone app?** Postmates!

**What's something about you that would surprise other people?** I have a terrible sense of direction. I love GPS!



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**What was your first job with a paycheck?** In high school, in addition to my prolific babysitting, I was a telemarketer. For those who knew how much I loved to talk on the phone, this choice came as no surprise.

**What's the one piece of advice you'd give to your teenage self?** Hang in there. It gets better.

**What do you think you'll be doing 10 years from now?** Celebrating my son's high school graduation and playing more golf.

**What's the most important piece of advice you ever received, and from who?** My mother always told us, "It's never just one decision. No failure is the result of just one mistake. No success is the result of just one step in the right direction."

**What's the most important thing an organization can do to truly promote diversity and inclusion?** As a business community, to truly promote diversity and inclusion we must be results-focused, ask ourselves difficult questions, and critically analyze the way we recruit, retain, and promote talent on a regular basis. If our organizations are not attracting, retaining, and promoting a diverse population, our initiatives are inadequate and we must be willing to change.