

## THE **RECORDER**



### OFFICE MANAGING PARTNER OF THE YEAR FINALIST:

**Tad Freese**



Courtesy photo

**Tad Freese, with Latham & Watkins.**

Tad Freese is the Silicon Valley and San Francisco office managing partner for Latham & Watkins.

#### **How would you describe your approach to leadership?**

My approach to leadership is centered around fostering a collaborative and inclusive environment where team members feel valued and empowered to contribute. I believe in leading by example, maintaining transparency, and being accessible. By prioritizing open communication and encouraging innovative thinking, I strive to create a culture that not only drives excellence but also supports personal and professional growth. Ultimately, my goal is to inspire and guide our team to achieve collective success while

upholding the highest standards of integrity and client service.

At Latham, we operate as a team, all working towards the same goals. My aim is to instill the firm's values in the next generation, ensuring they take pride in being at Latham.

#### **What are your biggest successes in this role?**

I am proud to balance an unwavering commitment to my clients with helping to drive Latham & Watkins' impressive growth and success in the Bay Area, and supporting our efforts



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globally. Clients look to Latham as a business partner and a trusted adviser that comprehensively understands the market landscape, sees around corners, and helps solve tough commercial problems.

I appreciate the work some highly esteemed founding partners did in the Bay Area, and following their retirement, I helped ensure continuity and stability during the transition period, preserving their legacy while paving the way for future growth. We looked to focus on expanding our capabilities by fostering internal growth and strategically bringing in key lateral hires. We have grown key practices in areas where we see significant market opportunity, including Technology, Healthcare & Life Sciences, Capital Markets, Emerging Companies and more. As a result, our presence and scale in the Bay Area have grown tremendously, and the services we bring to clients help them to seize opportunity

and succeed. I believe that we are now viewed as a market leader in all of our major practice areas.

### **What issues do you think office managing partners will have to focus on in the next year?**

In the coming year, office managing partners will continue to focus on adapting to hybrid work models, ensuring talent retention and development, while strengthening client relationships. Embracing technological advancements and maintaining a strong commitment to diversity, equity, and inclusion will also be crucial. Additionally, staying agile in response to economic and regulatory changes will be essential to navigate the evolving landscape and drive our firm's continued success. Managing our Bay Area offices as one collective office, including by allowing our associates to reside in the office of their choice on any given day, has been key to our success on this front and others.