

WiS Week 2024

Leader Spotlight

**WOMEN IN
SECURITIZATION**

Renew. Reengage. Reimagine.



Theresa Kradjian
Partner
Morgan, Lewis & Bockius UK LLP

In your opinion, what are some of the biggest challenges women still face in the finance sector, and what strategies do you believe are effective in addressing these challenges?

The challenges women face in the finance sector are no different from the challenges women face in other industries. It is no secret that this is a demanding industry, but success is not just about the brilliance of your work; it is ultimately about building relationships and trust, which make work very rewarding. Women's initiatives and affinity groups, as well as remote working and mentoring programs, have been valuable and have rightfully been viewed as integral components for talent development. Supporting women by acting as a mentor but also as a sponsor can significantly impact their success. Undoubtedly, there is more we could all do to support women in developing a career and thriving in the finance sector.

Can you share any role models or mentors who have inspired you in your journey? How have they influenced your approach to leadership?

A female partner hired me from law school and became one of my mentors and a good friend. She was not just a mentor, but also a sponsor. I have also been fortunate to have had extraordinary male mentors who have shown great integrity and made a great effort in helping develop my career. They provided me with opportunities to gain visibility within the firm and with clients by giving me meaningful roles on projects early on in my professional development. My mentors and sponsors have significantly influenced my approach to leadership. I thoroughly enjoy spending time supporting the well-being and professional development of each team member and guiding the team in a shared strategy.

What advice do you have for other women in securitization?

Rely on your instincts, establish genuine relationships based on trust, and collaborate. Seek out mentors. Participate in SFA's WiS initiative, which promotes women by delivering content and connecting them to peers, mentors, and sponsors.

What is a good way to give back to the community?

Empathy, an act of kindness and generosity are good ways to give back to the community.

This interview has been edited for clarity.