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# Troutman Pepper Selects Sona Spencer for Chief Legal Talent Officer

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CHARLOTTE – [Sona Spencer](#) has been named chief legal talent officer of Troutman Pepper effective July 1. Spencer brings nearly 15 years of leadership in law firm business development, client service, and practice management, most recently serving as practice director for Troutman Pepper's Transactional Department. As chief legal talent officer, Spencer will plan and execute legal talent acquisition, development, and diversity strategies to help build a workplace that fosters the firm's objectives and values.

"Sona is highly respected by clients, colleagues, and business partners alike," said Tom Cole, managing partner of Troutman Pepper. "We know she will excel at leading our legal talent team and helping to steer firm strategy in this critical area."

As a practice director for the firm, Spencer leads a team of administrative professionals in identifying, developing, and executing strategic and innovative solutions to enhance practice performance, manage talent strategies, and improve client service delivery. Prior to serving as a practice director, Spencer held several business development and marketing roles at Troutman Pepper and with other large law firms including K&L Gates and Alston & Bird LLP.

"I look forward to advancing Troutman Pepper's commitment to attract and retain high-caliber, diverse legal talent," Spencer said. "The market is incredibly competitive, which makes our talent team's work more important than ever. I look forward to leading strategy around recruiting, diversity, and retention efforts."

Spencer is based in the firm's Charlotte office and is active in the community. She serves on the Board of EmpowHERment – a nonprofit focused on mentoring young girls in Charlotte – and participates in Leadership Charlotte, where she recently graduated with the organization's 41st class.

Spencer earned her bachelor's degree in psychology from Amherst College and her MBA from the University of North Carolina at Charlotte.

## About Troutman Pepper

Troutman Pepper is a national law firm with more than 1,200 attorneys strategically located in 23 U.S. cities. The firm's litigation, transactional, and regulatory practices advise a diverse client base, from start-ups to multinational

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