



PROFESSIONAL EXCELLENCE

WOMEN IN ENERGY

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HILLARY HOLMES

Hillary Holmes, a partner in the capital markets group at Gibson, Dunn & Crutcher, is a Women in Energy honoree as part of the 2022 Texas Lawyer Awards. Holmes shared insights with Texas Lawyer on her clients' success and the trust they put in her, as well as other topics.

Answers have been edited for length and clarity.

What are some of your proudest recent achievements, and why? I am proud of—and humbled by—the trust my clients place in me. They entrust me with their most complex and bet-the-company deals, especially when creative problem-solving is needed. I am proud of having spent 20 years developing the professional excellence and reputation that gives me those opportunities in the energy industry. But I am the most proud when I see my clients celebrate achieving their goals and close a successful deal. On a personal note, I am proud of finally getting back into

long-distance running. Before a broken foot in early 2020, I consistently ran three marathons per year, usually for charity. It took me over two years and a difficult mental push to get back into that commitment, but I am proud to be back on track, even if much slower, this summer.

What can law firms and other organizations do to more effectively move the needle on gender diversity? Law firms can take real action—and hold themselves accountable. Set goals and have a plan to reach them, whether that means adding more gender diversity in the first-year associate classes or in the partner ranks. Law firms should invest in coaching and mentoring. The most effective retention tool is feeling valued. We need to ensure all talented lawyers, regardless of their gender, see the law firm investing in their development and helping them achieve their personal goals.

What's one piece of advice you would give that you wish



Courtesy photo

Hillary Holmes, with Gibson, Dunn & Crutcher.

you had been given starting out? There is so much I had to learn on my own by trial and error. If I must choose one piece of advice to share with women in energy who are just starting out, it would be this: Attitude is your most important asset. Have a positive, can-do attitude. Be curious—learn from everyone every day. You can be pragmatic, but do not be pessimistic. Support others and always look for ways to contribute to the team's success. Be confident but do not have an ego. Seize opportunity.