

## TEXAS LAWYER

### Influential Woman of the Year Finalists: Allyson Ho, Gibson Dunn

By ALM Staff

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**A**llyson Ho, of Gibson Dunn, is among the finalists of Texas Lawyer's 2025 Influential Woman of the Year Award. Read a Q&A with her below.

**When you first started in your career, what strategies did you employ to amplify your voice and ensure that the issues important to you were heard by decision makers?**

I've always believed that real influence—the kind that sways decisions, exerts impact, and changes lives—must be earned. And it's earned through consistent and unwavering effort. Early in my career, I decided that no one was ever going to out-work me. And I was blessed with great bosses who valued difference-making contributions whether they came from the most junior members of the team or the most senior. One of the most important things to learn—and one of the hardest—is to get comfortable with being uncomfortable, to consistently challenge yourself not to let fear keep you from speaking when you have something to say or acting when you have

something to contribute. That's a skill that you develop over time, with a lot of reps. So go easy on yourself and just keep at it.

**How has your perspective on leadership evolved over time, and what does being a leader mean to you now?**

I strive to be a servant leader—leading by example and putting the needs of clients and the team first. To me, leadership means standing with courage and conviction, taking responsibility for meeting and overcoming challenges, and encouraging the team to give their all by first giving your all. Leadership is about taking blame and giving credit. Most important, I've learned over the years that leaders are cut from many different cloths. But all share a singular commitment to integrity, excellence, and doing hard things.



Allyson Ho, with  
Gibson Dunn

Courtesy photo