

WOMEN LAWYERS INSPIRING JUSTICE

WITH EACH PASSING DAY, THE GROWING PRESENCE OF WOMEN IN THE LEGAL WORLD HAS BROUGHT A FRESH PERSPECTIVE AND DEEPER INSIGHT TO THE FIELD. WOMEN LEGAL PROFESSIONALS HAVE TRANSFORMED EVERY ASPECT OF LAW BY CHAMPIONING JUSTICE, LEADING WITH EMPATHY, THINKING MULTIDimensionALLY, AND APPROACHING CHALLENGES WITH A STRONG FOCUS ON SOLUTIONS.

For centuries, women have struggled to find a place in the legal world, facing numerous prejudices and obstacles. However, this struggle is not just about individual success stories; it is a journey that transforms society and builds a fairer future.

Women lawyers, who shape societal transformation and contribute to the world of justice, share their experiences.

Can you share your career journey with us?

Cansu Dökmeci (C.D.): After completing my law education, I started my career at one of the leading law firms in the



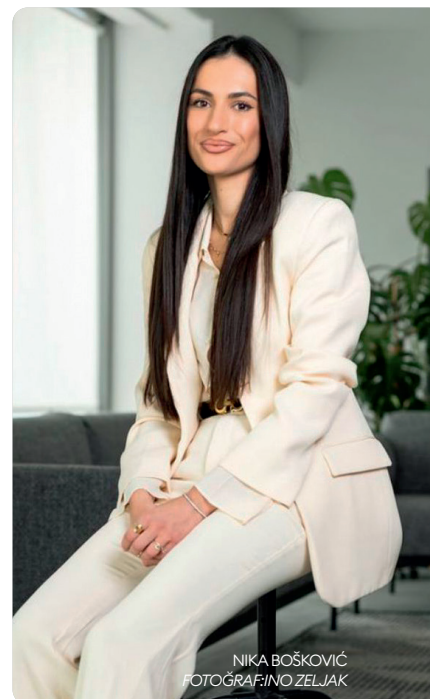
SONJA HOFFMANN

industry. During this period, I had the opportunity to establish a strong foundation and represent companies operating in various sectors. For years, I worked with great dedication, developing my professional skills and building valuable relationships. Law is not a profession that can be pursued without passion; success comes when it is done with devotion. I believe that law is naturally more suited to independent work. Today, providing consultancy independently, particularly in corporate compliance, mergers and acquisitions, contract law, and intellectual property law for multinational corporations and startups, gives me great motivation and happiness.

Ebru Kiper Demirhan (E.D.):

After graduating from Ankara University Faculty of Law, I started working as a lecturer in the Department of International Law. I completed my master's degree in private law and European Community law at Exeter University in England. Resigning from my university position, I joined a law firm in Istanbul that was being established and primarily serving international clients.

In 2001, I continued my journey with a new partnership structure. For 18 years, we successfully became one of Tur-



NIKA BOŠKOVIĆ
FOTOGRAFINO ZELJAK

key's leading law firms as Taboglu & Demirhan, providing services in all areas of law. For the past five years, I have been leading my own team, focusing on legal consultancy in areas such as mergers and acquisitions, corporate restructuring, startups, and venture capital. Through Arya GSYF, I invest in startups and provide legal support to the startups I mentor as an angel investor.

Elena Rey (E.R.): I moved from my home country to the U.S. to study law at Harvard, then settled in London. This was a transformative experience that shaped both my work and learning approach. Today, I work as a partner at Brown Rudnick in Mayfair, where I manage the litigation finance practice. I also established and host the European Litigation Finance Conference, which has become a crucial platform for funding high-profile ESG cases and bringing together leaders in this evolving field.

Hanna Roos (H.R.): I am a disruptor. I am the founder of an award-winning dispute resolution AI tool (www.aavalynx.ai) and also the founder of an elite international dispute resolution law firm (www.aavagard.com) that handles sensitive disputes particularly for high networth individuals. Aavalynx won the Legal Enabler of the Year award, and I personally received the Partner of the Year award, at the 2025 Legal Leaders Awards, which I am very proud of. I am also a TEDx speaker, a parent, an adventurer, and I teach as an External Professor to help provide life-saving medical treatments to children in need.

Nika Bošković (N.B.): As soon as I registered with the bar, I opened my own law firm, which today operates in collaboration with my family's company, Producta Intellectual Property. Together, we have become one of the largest specialized firms in Central and Eastern Europe, including Croatia and Turkey, in the field of intellectual property protection. Additionally, to further strengthen my expertise in this field, I pursued postgraduate education in intellectual property law.

Sonja Hoffmann (S.H.): I am a partner at White & Case, a leading global law firm, specializing in commercial litigation. Early in my career, I focused on the entrepreneurial aspects of the legal profession. Through initiative,



HANNA ROOS



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team building, networking, and dedication, I was able to drive strategic priorities, which led me to my current role as a partner leading a 30-member team in the Global Commercial Litigation Group. I am also a key member of the Consumer & Retail Industry Group and the Sustainability & Responsible Business Group.

What are the most important strategies or habits that helped you achieve success?

C.D.: A continuous desire to learn and practical thinking. However, the first crucial step is open and honest communication with the client. Knowing that a lawyer is always accessible or will provide a solution as quickly as possible is critical for building trust. My priority has always been to maintain this trust and to offer not just legal guidance but also a strategic roadmap for my clients. Offering multiple solutions and enabling clients to make informed choices is key to success.

E.D.: Continuous learning, risk-taking, analytical thinking, reasoning ability, persistence, and strong interpersonal communication. I focus on mediation techniques for resolving disputes and ensure that I analyze



legal matters not just from a legal perspective but also by considering the commercial concerns of all parties involved.

E.R.: Determination, hard work, and curiosity. The ability to constantly adapt and develop necessary skills is crucial. Having a genuine interest in your work and the drive to complete projects is also important.

H.R.: Perseverance, creativity and kindness. I never give up, but I will pivot to find new ways to solve a problem. Always be kind to those around you and lift them up.

N.B.: My guiding principle is: “A kind word opens all doors.” In my experience, this is the greatest truth. Another strategy I apply is resilience and enthusiasm. When you are young, being proactive is essential. Take every opportunity, and if there isn’t one, create it yourself.

S.H.: My career gained momentum when I accepted that not everyone would always love me or my ideas. No matter how hard you try, some people will criticize you. Real change began when I decided to trust my instincts and stay true to my path, even if it meant facing

opposition. If you stay focused with positive objectivity, things will go your way long-term.

How do you handle failures or setbacks, and what have you learned from them?

C.D.: In business, as in life, setbacks are inevitable. The essence of our legal service is precisely to overcome legal and commercial obstacles and offer the best solutions. That’s why I see problems not as crises but as challenges. The key is to stay calm, be solution-oriented, and take a holistic approach.

E.D.: I analyze the situation and remind myself that failures are a part of learning. I accept setbacks as normal and move forward without losing motivation.

E.R.: A setback is an opportunity to reassess whether you are knocking on the right door. If your project aligns with your personality, skills, and priorities, you may just need to double your efforts and refine your skills.

H.R.: Failures are great raw material for innovation. Embrace them and ask: What opportunity does this failure present?

N.B.: Honestly? Not very well! When you’re passionate about your work, even minor failures can feel personal. This is something I am still working on. However, every setback has taught me something valuable—whether it’s resilience, adaptability, or simply realizing that failures often lead to better opportunities.

S.H.: Failures are painful, but they shape and strengthen us. I have learned that staying calm and persevering through difficult times always leads to growth.

If you could give your younger self advice, what would it be?

C.D.: Time is the most valuable treasure. Use it wisely and believe in yourself.

E.D.: Be bolder in evaluating different opportunities and take risks.

E.R.: Doubt yourself less, spend more time with people who matter, and follow your ambition.

H.R.: Relax, smile and always trust that you will be very successful.

N.B.: Take care of yourself, enjoy the journey, celebrate small victories, and keep setting bigger goals.

S.H.: Be patient, take things step by step, and enjoy the process.

