



Podcast Transcript

Black History Month: Celebrating Black Voices at BakerHostetler, Part 3

Date: February 06, 2024

Guest: Cleve J. Glenn, R. Bisi Adeyemo, **Host:** Amy Kattman

Run Time: 10:14

For questions and comments contact:



Cleve J. Glenn

Partner

Houston

T: +1.713.646.1387 | cglenn@bakerlaw.com



R. Bisi Adeyemo

Associate

Atlanta

T: +1.404.256.8430 | badeyemo@bakerlaw.com

Kattman: In recognition of Black History Month, we're spotlighting three attorneys from within our various practice groups through our podcast series, Celebrating Black Voices at BakerHostetler. This week will feature a partner from the Business Group and an associate from the Digital Assets and Data Management Practice Group. As we learn more about these attorneys, we will also discuss top issues and changes in their respective area of law and how they're making strides in their practices. I'm Amy Kattman, and you're listening to BakerHosts.

On today's episode of Celebrating Black Voices at BakerHostetler, our guests are Cleve Glenn and Bisi Adeyemo. Cleve is a partner in our Business Practice Group, and Bisi is an associate in our Digital Assets and Data Management

Practice Group. Both are members of the Black Affinity Group. Welcome to the show, Cleve and Bisi.

Glenn: Thanks, Amy.

Adeyemo: Yeah, thanks for having us.

Kattman: Cleve, as a recent lateral partner, how did you know that BakerHostetler was a good fit for you and your clients?

Glenn: Thanks, Amy. Well, for me it came down to a couple of factors. One, brand recognition. Baker has a very strong national brand. And, also, two, associate and partner resources in certain practice areas. So, I'm a corporate M&A lawyer, and I work in the energy sector primarily and in other industries. And Baker's strong national brand as well as a strong bench of corporate associates and partners were driving factors in helping me to decide to move my practice here.

Kattman: Cleve, can you also talk about your experience, specifically what it's been like moving from in-house to private practice?

Glenn: Sure. So, going in-house was probably, well, I won't say probably. It was one of the better decisions I've made in my career because I had an opportunity to become a client and to see what most concerns clients. And once I was able to become a client and then when I came back to private practice and continued to serve clients, I was able to better communicate and be a more effective service provider. I was able to more clearly, eloquently, and efficiently articulate the value that the legal services that I provided will provide to the organization. And it was just a great opportunity to, being a client, to understand now on the other side, the voice of the client and be able to better communicate and provide services to the client.

Kattman: Thanks, Cleve. Bisi, what drew you to focus your practice on technology and data privacy?

Adeyemo: Yeah. So, I didn't start out my practice in technology and data privacy. I kind of fell into it, and really the biggest thing was just how rapidly this area of the law was changing, whether it was the increase in ransomware and incident response, or the new privacy laws from the GDPR to the CCPA. It really felt like a practice of the law or an area of the law where things were ever changing and would constantly keep me on my toes. And I really appreciated that part of some type of a practice where I was constantly learning something new.

Kattman: Great. We all know that mentorship is a key part of professional development in a law firm. What do you see as the primary benefits in a mentor, mentee relationship? Cleve, let's start with you.

Glenn: Sure. Thanks, Amy. I think the primary benefit in a mentor, mentee relationship is from the mentee standpoint, the mentor is able to provide information and perspective that the mentee can utilize in order to make decisions as far as how he or she wants to develop his or her practice. And also from the mentor

standpoint, it gives you an opportunity to share not just your accomplishments, but maybe some of your missteps with your mentee, so that the mentee can learn from your experiences and make better decisions throughout the course of their careers.

Kattman: Thanks, Cleve. And what about you, Bisi?

Adeyemo: Thanks, Amy. Yeah, from the mentee standpoint, I've had wonderful experiences throughout my career of learning from various people, both in and out of my practice area, of not just how to be a privacy attorney but just how to practice law in general from a personal standpoint of navigating life as a lawyer. And so I found it to be invaluable in my career just starting out and to where I'm at now.

Kattman: So, giving back to the community is an important aspect of BakerHostetler. Bisi, are you involved in any initiatives to help raise awareness in the community or support diverse talent in your areas of practice?

Adeyemo: Thanks, Amy. Yes, I am. I am, have been involved in the associate board for the Diverse Attorney Pipeline Program. It is a program that really reaches out to first-year students of underrepresented women of color, and it provides a number of different resources from professional development, academic coaching, as well as a career component of doing interviews in their first year. So, I've been involved with it since 2018, and I've really enjoyed it. I've had a number of different mentees from different schools across the nation, and just being able to give the advice that I didn't necessarily receive from starting out in law school and really seeing some of those individuals develop. My first mentee graduated about two years ago, and just seeing from where she was from her first year to graduating and ultimately finding and securing a position post-graduation has been really fulfilling.

Kattman: Yes, I could see that for sure. Cleve, what about you? Can you talk a little bit about your involvement in the community?

Glenn: Sure. So I've been involved in the community with respect to raising diversity in my practice area by local bar associations. Of course, our affinity group here at Baker. But also, colleagues, past colleagues that I've worked with, younger lawyers who may not necessarily be at Baker but are in my practice area, and just trying to connect those individuals with other, more senior attorneys that can help be mentors throughout their career.

Kattman: Sounds like you both are doing great work. As a final question I have for each of you, I'd like to know what advice you would give to other up-and-coming lawyers? Bisi, let's begin with you.

Adeyemo: Yeah. I think advice that I would give to an up-and-coming lawyer is to really take the opportunity to be a sponge, right? To soak up as much information, whether it is in your practice area, from your mentors, as possible and really just dive in headfirst in terms of being a lawyer. I think I've always wanted to be a lawyer, and I've always enjoyed talking to other people in terms of their path. And just

understanding what they're doing just because the law is so vast. So, for an up-and-coming lawyer, I would say really just be a sponge and just soak up as much information as you can from different lawyers who've been in the practice for a while.

Kattman: Great. Thank you. And Cleve, what are your words of wisdom?

Glenn: My words of wisdom are to, to make sure you find a practice area within the law that excites you. Don't just make decisions based on financial or what other people are doing. Run your own race. Follow your passions. And when you follow your passion and run your own race, you'll be successful, because that is what will get you out of the bed in the morning on the hard days when it is something that you really are passionate about and that excites you. So, in sum, pick a practice area that really gets you fired up and ready to go, and the success will come.

Kattman: Great advice, both of you. Thanks so much for joining us today, Cleve and Bisi.

Glenn: Thank you.

Adeyemo: Thank you.

Kattman: If you have any questions for Cleve or Bisi, their contact information is in the show notes. If you enjoyed this podcast, please be sure to check out part four of our series, Black History Month: Celebrating Black Voices at BakerHostetler. As always, thanks for listening to BakerHosts.

Comments heard on BakerHosts are for informational purposes and should not be construed as legal advice regarding any specific facts or circumstances. Listeners should not act upon the information provided on BakerHosts without first consulting with a lawyer directly. The opinions expressed on BakerHosts are those of participants appearing on the program and do not necessarily reflect those of the firm. For more information about our practices and experience, please visit bakerlaw.com.