

# Nixon Peabody welcomes Carla Lempera as Director of Engagement and Performance Optimization

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**Chicago, IL.** Nixon Peabody LLP has hired **Carla Lempera** in the firm's newly created position of Director of Engagement and Performance Optimization. In this role, Carla will focus on performance enhancement and support the well-being of the firm's attorneys and professional colleagues.

Carla joins Nixon Peabody with a wealth of experience in coaching, counseling, and mentoring in fast-paced, high-performing work environments, as well as formal training and experience working as a psychotherapist. She has deep organizational leadership experience in a variety of industries, most recently at a global technology firm. She has conducted research on the impacts of burnout, fostering resilience, and balancing performance and wellness, which all dovetail with key focus areas at Nixon Peabody.

In her role at Nixon Peabody, Carla will help guide a firmwide strategy around attorney performance excellence, implementing programs that address the full spectrum of related needs. She will also collaborate closely with the firm's Mental Health and Well-Being Committee and serve as a key resource for our Engagement team, collaborating with other firm leaders to ensure the consideration of these key priorities.

"Cultivating an environment where our people feel their mental health and well-being are supported helps us recruit and retain top talent, provide exceptional service to our clients, and create more opportunities for our people," said Nixon Peabody CEO and Managing Partner **Stephen D. Zubiago**. "With her skills, knowledge, and experience, Carla is well-positioned to build on our existing programs and enhance performance, engagement, and well-being at our firm."



Nixon Peabody's Engagement and Performance Optimization initiative aims to establish a comprehensive program that aligns with the firm's goals—promoting high performance while also supporting well-being to effectively manage professional responsibilities.

"We understand the direct connection between our people's well-being and their ability to provide exceptional client service and perform at their best," said Nixon Peabody Chief Talent Officer **Stacie Collier**. "Carla brings the values and experience that will allow us to do just that. We are thrilled to welcome her to Nixon Peabody."

Carla earned an MA in Clinical Mental Health Counseling from Concordia University (Chicago), a BA in Psychology from Purdue University, and studied Industrial/Organizational Psychology at Roosevelt University.