HUSCH BLACKWELL



Sommer Bougie

NEW PROGRAMS ADVISOR

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OVERVIEW

As New Programs Advisor, Sommer identifies, plans, and implements new programs that impact the firm's attorneys, business professionals, and clients, as well as Husch Blackwell's public presence.

Sommer's role is to ensure that all programs reflect the firm's core values, DEI commitments, dedication to best-in-class client service, and high-performance culture. She oversees HB In-House, an initiative that prepares attorneys for in-house roles; Voice of the Client, which collects feedback from top clients; HB Legacy, a program for retiring partners; and the firm's mentoring programs for attorneys and business professionals.

Attracted to Husch Blackwell's innovative, forward-thinking culture, Sommer first joined the firm at the beginning of 2023 as Director of Professional Development. Her original role focused on training, mentoring, and coaching programs for attorneys and business professionals, ensuring that both had a clear and supportive career path at the firm. In the summer of 2025, she transitioned to New Programs Advisor, taking on broader responsibilities for a variety of programs.

Sommer values the importance of collaboration and works with teams and leadership across the firm to create and implement key professional development strategies. The collaborative efforts in developing the firm's professionals are a critical component to providing our clients with the highest level of client service.

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Sommer has devoted her career to professional development in the legal industry, with nearly 20 years of experience in related roles at law firms. Her areas of focus include setting the direction of the career development life cycles, professional development training strategy, performance management, mentoring programs, and career planning at a previous firm.

Education

- M.B.A., Concordia University, Saint Paul
- B.B.A., Loyola University Chicago

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