



CHERYL MOSTROM CECIL

Pronouns: she/her

Chief People Officer

Cheryl Mostrom Cecil

Phoenix

P: 602.916.5273 F: 602.916.5999

cmostrom@fennemorelaw.com

I define a leader as anyone who takes responsibility for finding the potential
in people and processes, and who has the courage to develop that
potential.

-Brene Brown

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CHERYL MOSTROM CECIL

As Fennemore's Chief People Officer, Cheryl Mostrom Cecil leads the firm's people strategy with a focus on strengthening organizational performance, supporting growth, positioning the firm for the future, and creating an environment where talented people can thrive. She oversees the full employee experience for over 700 attorneys and legal professionals distributed across numerous states and brings together leadership, systems, and workplace practices to drive results, elevate engagement, foster inclusion, and empower individuals to do their best work. By connecting people priorities with business goals, Cheryl helps build a healthy, high-performing culture aligned with the firm's vision and values.

Cheryl brings strong business insight and deep experience across all areas of human resources and people operations, including total rewards and benefits, HR technology and digital transformation, employment law compliance, compensation systems, talent acquisition, performance management, and learning and development. She is known for taking complex organizational needs and turning them into practical, scalable solutions, balancing operational discipline with a people-first approach that supports a resilient, collaborative workforce prepared for the evolving demands of a fast-growing, modern law firm.

Complementing her technical expertise, Cheryl is a strategic and innovative thinker with a strong coaching mindset. Her leadership is grounded in empathy, integrity, and a deep belief in the potential of people. She is committed to developing talent at every level, helping teams navigate change with confidence, and supporting the well-being of the firm as both a business and a community of diverse individuals.

Outside work, Cheryl and her husband, Brett, enjoy spending time with their children and grandchildren, along with the lively company of their three rescue dogs. She also enjoys yoga, travel, and is deeply committed to supporting trauma and abuse survivors through active involvement with two local nonprofits.

EDUCATION

- Ph.D. Student, Leadership Studies, Gonzaga University
- M.S., Management and Leadership
- B.S., Business Management
- Senior Professional in Human Resources (SPHR)
- Certified Employee Benefits Specialist (CEBS)

ARTICLES AND PRESENTATIONS

- Blog: “[People-First Leadership: Strengthening Our Workplace Culture](#),” Fennemore Blog, March 2025
- Rethinking Paid Parental Leave, *Benefits Magazine*, Vol. 58, No. 10 (Oct 2021)
- Podcast: “Lessons Learned from 2020,” *Fenn.Talks*, June 2021
- Podcast: “Employee Appreciation,” *Fenn.Talks*, February 2021
- 5 FMLA Hot Topics, *Benefits Magazine*, Vol. 53, No. 7 (Jul 2016)
- Content Author, *ADA Compliance e-Course*, International Foundation of Employee Benefit Plans
- Content Author, *FMLA Compliance e-Course*, International Foundation of Employee Benefit Plans

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Panelist, Employee Recognition Tools, Greater Phoenix Chamber Workforce Summit (2024)
- Industry Specialist and Advisor, Gateway Community College Human Resources Advisory Council (2021)
- Small Group Facilitator, Mending the Soul (2010–Present)

ADMISSIONS

- *Not licensed to the practice of law,