

Q&A: Morgan Haenchen on Leadership, Service and Her Path to LeadershipSBOT

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Haynes Boone Associate [Morgan Haenchen](#) has been selected for the 2026–27 class of LeadershipSBOT, a program from the State Bar of Texas designed to recruit and retain Texas lawyers for leadership positions across the legal community in Texas.

Haynes Boone spoke with Morgan about her path to becoming a litigation and crisis management attorney, her commitment to service and the Texas legal community and what she is looking forward to as she begins the LeadershipSBOT program.

Q: Tell us about your time at Haynes Boone.

Haenchen: I have been at Haynes Boone since 2019, after lateraling from another large firm. When I interviewed at Haynes Boone, what stood out to me — aside from the impressive clientele, fascinating subject matter and vast resources — was how genuinely kind and supportive the Haynes Boone team was. It's been almost seven years since I came to the firm and that hasn't changed. In fact, whenever someone asks why I chose Haynes Boone, I always respond without hesitation: "The people."

I started in the Woodlands office with the [Oil and Gas Practice Group](#) and soaked up an incredible amount of foundational knowledge about energy litigation. But a few months in, I was quickly called to trial work when I jumped at an opportunity to take an in-person deposition in an asbestos case in Borger, Texas, from [Michael Mazzone](#). That opportunity led to another deposition, and then another, and eventually tort litigation became most of my docket. Over time, I have been fortunate enough to help build out our high-stakes, high-exposure tort defense and litigation practice, including sitting as first and second chair in federal and state jury trials this past year.

In 2022, [Lauren Brogdon](#) came to Haynes Boone and started the [Crisis Management Practice Group](#). Firms have crisis management lawyers, but I do not know of another place with a practice group that functions and collaborates as well as Haynes Boone does with Lauren at the helm. I began taking on crisis matters from Lauren alongside my trial work, and the combination has been a great fit. I have been trusted with a wide range of crises, including fallen wind turbines, oil and gas explosions, workplace injuries, local and national disasters, cyberattacks and personal matters for high-net-worth individuals. The job is challenging but incredibly fulfilling.

Q: How did you become interested in the LeadershipSBOT program?

Haenchen: I met State Bar of Texas President [G. David Smith](#) when he came to Haynes Boone during his campaign. I was taken aback that he had come all the way to Houston to meet people personally, stopping at each open door to connect with anyone that wanted to speak with him. He was so focused on the mental health and well-being of young attorneys, which I found inspiring. We became friends and he told me about LeadershipSBOT. Then [Lynne Liberato](#) nominated me for

the position after I highlighted my interest in the program to her. I am incredibly grateful for her continued support.

Q: What are you most looking forward to about the LeadershipSBOT program?

Haenchen: I'm most excited about the opportunity to broaden my perspective beyond Houston and my practice. I'm a fifth-generation Texan and I am very proud to work at a Texas-based law firm. But my experience is just my own, and there is so much more going on across our state than what I see. I'm looking forward to expanding my perspective and finding the best way to invest in my fellow Texans and our State Bar.

Q: What are some highlights from your recent client work?

Haenchen: The [ExxonMobil Baytown refinery trial](#) was a significant success for our client and an impactful experience for our all-women team. Partner **Lauren Brogdon** sat first chair, with Associates [Sarah Hudson](#) and [Chloe Warnberg](#) also on the team. It was Sarah's first trial appearance, and Chloe argued our directed verdict motion and prevailed. Watching these brilliant young women adapt, overcome challenges and knock it out of the park was very rewarding. I am grateful to work alongside such capable colleagues in representing a wonderful client.

Q: How did you become interested in litigation and crisis management?

Haenchen: I was raised by litigators, so I did my best not to become one. That said, I enjoy strategy, advocacy and have a soft spot for Texas courthouses. I have a lot of fun getting into the details, zealously advocating for our clients and making our case before a jury. Sometimes though, I've learned what is best for the client is finding common ground with the opposing side. In either case, the goal is the same: doing what is best for the client. I value that trust and take that responsibility seriously.

My ability to assess a situation quickly and determine what matters most translates well to crisis management. I often must identify issues as quickly as possible, whether I'm responding to an incident or helping prepare for one, and then carefully and swiftly calibrating the best approach. I have found that I'm wired to stay calm during a storm, and helping clients on what can be the worst day of their lives is ultimately why I became a lawyer.

Q: What does life look like for you outside of the office?

Haenchen: Life outside the office is all about family, community and friends. These days, we spend a lot of time trying not to be late to kids' birthday parties, T-ball, swim lessons, Sunday school — you name it. I married incredibly well and am blessed to have a partner who makes every day bright, along with family and friends who love and cherish us. We're living in organized chaos, but I wouldn't have it any other way.