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Norma Izzo Continues Earning Business Leader Recognition from AZ Big Media

For the third consecutive year, Spencer Fane attorney Norma Izzo has been recognized in *AZ Big Media's* annual AZ Business Leaders issue for her industry-leading work in family law.

This publication honors the "business leaders and innovators that are changing the face of Arizona business. In her 2026 profile, Norma discusses how she's meeting the challenge of AI, shares how the immigration story of her Italian grandparents continues to inspire her professional journey, and reveals the most important leadership lesson she's learned throughout her career.

"Authentic vulnerability builds stronger teams and relationships than projecting invincibility. Early in my career, I believed admitting uncertainty or not having all answers would undermine my authority. Now I openly acknowledge when I don't know something and collaborate with my team to find solutions," she says. "This approach has transformed my practice – clients trust me more because I'm honest about case complexities, and my team feels empowered. Flagging potential challenges, issues, and opportunities is prized in my practice and discussion and collaboration often takes center stage. In family law, where emotions run high, this authenticity creates the safe space clients need during difficult transitions."

At the firm, Norma chairs the firm's Family Law Practice Group and helps clients assess complex family law and domestic relations matters such as asset division, business dissolution, collaborative divorce, mediation, arbitration, parent coordination, child custody and child support, and spousal maintenance. She develops successful legal strategies and uses her mediation training and experience to seek beneficial resolutions while also leveraging her significant

courtroom experience to advocate for her clients in trial.

Norma is also a member of the firm's 10-person DEI Committee, which works in tandem with other firm leadership to build, maintain, and leverage a diverse and inclusive law firm through robust initiatives and educational opportunities.

Read Norma's full AzBusiness Leaders profile here.