

RIVER CITY REVIEW

Association of Legal Administrators

Sacramento Valley Chapter Newsletter

Spring 2007

Vol. XVI, No. 4

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OUTGOING PRESIDENT'S MESSAGE



Tami Aschenbrenner

By Tami D. Aschenbrenner
President, SVALA

This is my final article in the River City Review as President of this Chapter. Four years ago, I joined the Board and acted like a kid, eager to bring fresh ideas and new direction. During the time I have served on the Board, membership has increased, the Managing Partner Dinner vendor sponsorships were restructured and the slate of monthly speakers was upgraded. My time spent with this Chapter has been an amazing experience. Each term on the board brought new challenges and opportunities.

I look forward to serving as Past President under Camilla Arnds' capable direction. My vision includes marketing the Chapter by seeking a presence in the media, whether print, television or radio. We are a collection of professionals dedicated to our craft and proud of our role in the legal community.

This message would not be complete without thanking those board members who served the membership:

Camilla Arnds, President Elect.

Jeaninne Jenna-Budowich, stepped in as late-term Secretary.

Ken Sockolov, Treasurer, brought valuable prior board experience.

Shauna Manner, Membership Chair, continued to recruit new members.

Jessica Miller, Programs and Education Chair/Managing Partner Dinner chair, whose vision matched my own in providing the membership with a different slate of lunchtime speakers, and is continuing the Managing Partner Dinner event with panache.

Jennifer Price, Newsletter Chair, whose suggested changes, printing in color and adding her own stamp to the publication, were welcomed.

Linda Magyar, Director at Large, oversaw the salary survey and all that it entailed.

Brenda Beltran, Community Challenge Weekend Chair, competently and efficiently handled the myriad of details regarding that project.

Karen Martin, Website Development Chair, maintained our Chapter's website. A special thanks to **Cindy Harris**, for Past President guidance.

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**Letter from Your Editor
Jennifer Price**

Welcome Springtime! I am sure we are all welcoming this Spring with open arms! Throughout Sacramento the trees are green, the roses are in bloom and the longer days allow for more time to enjoy this lovely weather! I hope this newsletter finds everyone well and renewed by the changing season.

We have many new members to welcome to our Chapter this Spring, so please take a look at the new member listing in this issue and do your best to help these members feel welcome. Our Chapter is ranked in the top two chapters in Region 6 for increased membership. We thank Shauna Manner who served as membership Chair in 2006 / 2007 for all her efforts; they have clearly paid off!

Our Managing Partners Dinner was a great success! In case you missed this event, our speaker, David Thomas has contributed an article here which recaps his well-received speech on Integrity. Please also look for the list of vendors named in this issue, who made the event possible with their sponsorship. We thank them for their support and ask all ALA members to support them, as well.

Wishing you all a joyful spring!

**Association of Legal Administrators
Mission Statement**

The Association of Legal Administrators' mission is to:

- 1) improve the quality of management in legal services organizations;
- 2) promote and enhance the competence and professionalism of legal administrators and all members of the management team; and
- 3) represent professional legal management and managers to the legal community and to the community at large.

River City Review Article Submission Deadlines

Don't be afraid to submit articles, quotes, calendar items or advertisements! Any articles, advertising or other requests to be included in our quarterly Newsletter must be provided to the newsletter chair no later than:

Summer 2007

June 15, 2007

All submissions must be provided via e-mail or on a 3.5" diskette in the following formats: for text, any version of Microsoft Word or pdf format; for photos or other graphical artwork, jpeg format or camera-ready quality originals in black and white. Any questions? Please feel free to contact the newsletter chair:

Jennifer Price
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The Editor thanks you for your involvement!!



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Vendor Advertising Policy

The *River City Review* accepts advertising from vendors offering products and services to the legal community. Advertising space is available on our web page! Please make note of the following advertising rates:

Size	Rates		
	Per Issue	4 Issue Rate	Including Website
Full Page	\$210.00	\$790.00 (\$50 savings)	\$1,790
Half Page	\$ 130.00	\$460.00 (\$60.00 savings)	\$1,460
One Third/One Quarter Page	\$ 80.00	\$290.00 (\$30 savings)	\$1,290
Business Card	\$ 40.00	\$140.00 (\$20 savings)	\$1,140

Camera-ready artwork for all advertising must be provided to a Newsletter Co-chair prior to Newsletter submission deadlines. The Sacramento Valley Chapter of the ALA reserves the right to accept or reject any advertisement submitted at their discretion.



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MANAGING PARTNERS DINNER

The SVALA Annual Managing Partners Dinner was held on March 14, 2007 at Vizcaya. The speaker was David Thomas of Integri Talk (please see his article on the following page). The evening was a great success and we thank all who attended; our wonderful speaker; and of course our loyal vendors who sponsored the event.

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The Indispensable Ingredient By David Thomas

On Wednesday, March 14, I was privileged to speak for your annual managing partners' dinner on a subject that is simultaneously timeless and timely!

My focus was on **integrity**—what its components are and why it has never been more important to a profession or a culture. At first blush, such a topic would seem to be painfully obvious to those in the legal profession. But sometimes what appears to be obvious can easily be overlooked—or what is assumed to be understood needs to be clearly affirmed.

Much more than a synonym for honesty, integrity encompasses the totality of our character. Consequently, additional traits such as empathy, authenticity and a willingness to accept responsibility all come into play. When an individual emphasizes these qualities and demonstrates them consistently, the results can be amazing. People with this commitment invariably discover that trust from others grows along with their ability to influence colleagues, a profession or an entire culture.

This is important to remember because integrity isn't easy. The reality is that it can be very costly in terms of time, money, career advancement, and perhaps your very job itself. In a culture that rationalizes bad behavior because "everyone does it" or because "who's going to know," it is vital that one be intentional and grounded in his or her integrity commitment. At the end of the day, the inner peace that comes from making those right but tough decisions will outweigh the understandable frustration that others are "getting away with it."

Although navigating the road of integrity may become particularly challenging from time to time, try to remember that you are in control. Have you stopped lately to ponder that while others may take away your health, your happiness, your riches and even your reputation, no one can take away your integrity—except you! It's encouraging to keep in mind that something as precious as integrity is within our control if we will just take control!

In the closing words of Michael Josephson's magnificent poem, *What Will Matter*, "Living a life that matters doesn't happen by accident; it's not a matter of circumstance, but of choice. Choose to live a life that matters!"

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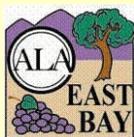
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Region 6 Membership Increases!

ALA membership was up in 2006 with an overall increase of 2.4%.
Region 6 was a strong contributor to this increase, with an increase of 2.8%.
In particular, the following Chapters had significant increases:



EAST BAY, with a 21.6% increase,



SACRAMENTO VALLEY, with a 13.6% increase,



GREATER LOS ANGELES, with 12.8% increase, and



SILICON VALLEY, with a 10.6% increase.

Congratulations to all Chapters in our Region for your efforts in recruiting new members!

Start by doing what's necessary, then what's possible, and suddenly you are doing the impossible.

— Saint Francis

One day, in retrospect, the years of struggle will strike you as the most beautiful.

— Sigmund Freud

Work to Live or Living to Work? Options!

By David Landry

CEO of LawStaff and The CalStaff Companies

Much has been written about the impending retirement of baby boomers and the dramatic impact that will have for all of us. It seems worse for the Sacramento legal community due to the lack of effective training and opportunities for entry level legal administrators and the increased demand for seasoned professionals from our growing firms.

What does this mean for you? It means that talented, experienced legal professionals are in the “driver’s seat” or at least should be. We spend countless hours searching every conceivable resource to find qualified legal professionals and have found it more and more challenging every year. A study recently published by one of our competitors found 30% of companies would have hired additional workers in the past 6 months if qualified candidates were available. Many business owners have told me the same story over and over again ... ‘I can’t grow as planned because I just cannot find qualified employees.’ Talent shortages are projected to continue for the next few decades as the tail end of the baby boomer generation (born in 1964) will all be older than 65 years of age in the year 2019.

So what does this have to do with “Working to Live or Living to Work” as the title suggests? Well, numerous studies conducted over the past decade have also found that most older workers in the U.S. are actively considering their options for extending the number of years they spend in paid employment -- either because they want to or because they need the additional income. Generations X and Y are already demanding a work world that is more receptive to a “work life balance” ... in other words they do not want the traditional 40 hour work week with 2 weeks of vacation.

If employers want to help solve the talent shortage they will need to look at offering some of our senior workers attractive incentives to keep them in the work force and modify current work schedules to attract the new generations of workers that have also expressed an interest in flexible schedules.

Employers who want to retain and attract top talent are going to have to address changing needs. All generations will become aware of an abundance of opportunities and be more selective of who, where and how they work. As all workers and employers understand the scarcity of talent, successful employers will start to listen to their employees more carefully and offer a more flexible career path that speaks to their individual needs. Some options will involve: shorter work weeks, flexible work schedules, extended time off, higher pay rates, benefits for part time work, etc. Most employees enjoy feeling they are an integral part of their employers’ success and hopefully employers will embrace options that address those needs.

Cont'd....

Working for a staffing service is one solution that many legal professionals are already using to create more flexibility in their career. Many legal applicants have found that retirement was too much of a good thing. They complained that retirement was too boring, and that they missed the interaction and relationships with co-workers. In other cases, retired workers needed a little extra money for some extravagances that their retirement budget could not provide. If you already have an empathetic employer then discuss the possibility of modifying your schedule; ask them what options they would consider to allow you the opportunity you are looking for.

Regardless of the reasons, many law firms are growing more receptive to retaining talent and are well aware of the talent shortage. This growing option may allow you the flexibility of working fewer hours in a day/week and the ability to design a work schedule that allows you to fit in all those retirement dreams you had without removing you entirely out of your profession. Take that 3 week vacation to Europe, work a 3 day week, take extended weekends to visit friends, work 6 hour days to spend more time with your family, have that romantic 3 day weekend every other week, or just spend more time on a hobby you have always wanted to pursue. In other words ... "Work to Live!"

It is never too late to be what you might have been.
— George Eliot

Spring is nature's way of saying, "Let's party!"
— Robin Williams

There are years that ask questions, and years
that answer.
— Zora Neale Hurston

SVALA Awarded The Presidents' Award of Excellence Bronze Level



This award, named in honour of ALA's Past Presidents, recognizes chapters for their efforts in effective chapter management.

*Congratulations and Thank You to Tami Aschenbrenner,
our 2006 / 2007 SVALA President!*



You cannot do a kindness too soon, for you never
know how soon it will be too late.

— Ralph Waldo Emerson

The whole worth of a kind deed is in the
love that inspires it.

— The Talmud

Good fortune favors the brave.

— Buffy the Vampire Slayer

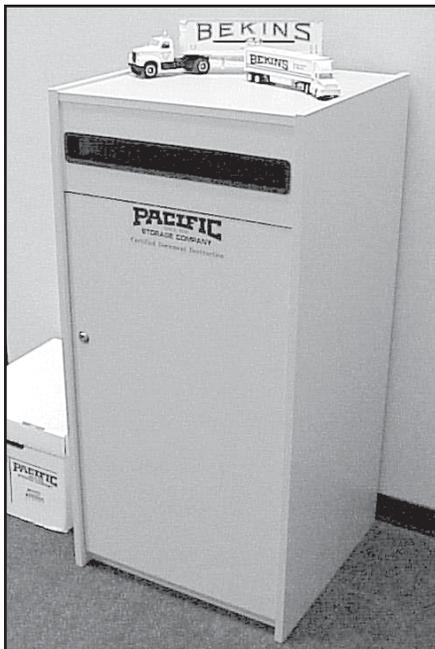
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Enticing and Retaining Valued Employees

Anna Savic

Recruiting, hiring, training and developing employees is very costly and an endeavor that we all prefer to minimize, especially given the current tight job market and predicted shortage of upcoming talent. As Legal Administrators, most of you are involved in the hiring of legal professionals and staff, and you know how time intensive it is to identify, court and employ candidates who have the appropriate experience, education, and personality that meet your firm's needs and values. And, once you successfully hire the candidate, making sure that this employee succeeds and thrives in your firm becomes your next and most important challenge. All new employees require time and training to learn your processes, to develop and become productive, and become a valued member of your team. Consequently, retaining employees is very important and critical to your firm's growth and success. My Top 5 suggestions on how to address the challenge of Enticing and Retaining Valued Employees are as follows:

1. Marketing 101. Distinguish and Communicate.

Every employer is unique and has its own distinct culture, personality, and strengths that differentiate and distinguish it from its competitors. And every opportunity also has its own unique attributes and responsibilities that make it attractive to a prospective employee. And, yet, when I ask employers why someone would want to work at their firm and in their current opening, I often do not receive substantive responses to those very important questions. You need to sell your firm and your opportunities to prospective employees. You need to know why you are special and then you need to communicate this to applicants. And when marketing yourself as compared to your competitors, be sure to provide substantive examples that demonstrate why you are different and better (*i.e.*, such as the specific type of deals and clients that employees can expect to work on and what you envision would be their role on these matters, your success rate for specific types of cases, your track record in developing your employees, specifics regarding your mentoring or training programs, the expertise of supervising/mentoring attorney(s), etc.). Employees are shopping around and if you don't provide candidates with enough information as to why working at your firm is their best option, you will lose the candidate to employers that can sell and market themselves better. Make sure that your interviewers are not just interviewing the candidates but also selling your opportunity and firm truthfully and accurately. Also, during the interview process, be sure to keep the candidate in the loop on where they are in the process. If you don't touch base with them periodically, they will assume that you have no interest and will move

on. Be considerate and let them know if they are (or are not) being considered, how long the process will last, and when they can expect to hear back from you further.

2. Pre-Hire Planning.

Before beginning a search for a new employee, determine your needs and also, most important, determine what you need to do to make this hire succeed once they come on board. The “Sink or Swim” approach is not the best way to indoctrinate a hire to their new position. Instead, consideration should be given to what you can do to ensure that the employee can, and will, swim and succeed. Most firms provide 1-2 days of training upon hire to new employees but don’t have a “formal plan” in place beyond this initial training. Specifically, how will the new employee learn what is expected of them, will someone be responsible for providing the employee with on-going instruction, training and mentoring, how much time will the supervisor/trainer be able to devote to training and mentoring the new employee, will their supervisor(s) be required to provide the employee with feedback at specific short-term intervals (at 1 week, 2 weeks, 30 days, 60 days, 90 days, etc.), and what is the firm willing to provide to the employee (*i.e.*, continuing education) to correct any deficiencies. These issues need to be considered and addressed prior to the new employee’s start date, and should also be communicated to the prospective hire during the interview process (see No. 1 above).

3. Competitive Compensation and Cherished Benefits.

It is very important to stay on top of the current compensation ranges of your employees. Don’t lowball salary offers even when you know the candidate will accept it, because chances are you will pay dearly for it in the future. If you pay your employees at the going salary for their expertise, other prospective employers will not be able to attract them away from you because you foolishly underpaid them. And, make sure that yearly raises keep your employee’s salary even with the current compensation range for their expertise. We all know that employees who make occasional job changes are earning a more competitive salary than employees who are loyal and stay put for long periods. Don’t penalize employees for being loyal even if that means you need to “adjust” their salary periodically beyond your normal cost of living raises. Also, it is wise to provide bonus opportunities for valued employees, especially for ‘above and beyond,’ high billable hours, exceptional performance and for longevity.

Consider providing benefits that employees would not want to walk away from, such as summer hours (that allows employees to leave work early on Fridays during summer months), paid parking, more vacation time, long-term incentives that increase over time, or alternative work schedules, such as flex time or ability to

telecommute, work part time or job share. We often hear that employees need help balancing their professional and home lives, and employers that can accommodate these needs can better retain top employees as a result.

4. Provide Challenging Work and Opportunities for Continued Professional Development

If an employee becomes bored or unchallenged, they will start looking around. Be cognizant of how engaged and interested your employee is in their current position. Provide employees with opportunities to advance, gain new experience and grow. At the very least, ask your employees at their yearly review if they would like to learn or do something different, and if you can, you should accommodate them and provide them with whatever training or mentoring necessary to enable them to successfully do so. Also, if you allow employees to cross train in different areas and gain new skills, you will have backup to cover vacations and leaves when needed. If possible, provide a career path or create new opportunities that your employees can aspire to and work towards (*i.e.*, a supervisor position, a new technology oriented role, etc.)

If you do not have a continuing education program at your firm, consider establishing one. Employees appreciate a caring, benevolent employer who is concerned about their professional growth and development. At the least, you should consider implementing minimum continuing education goals for all employee levels. Continuing education can be accomplished via periodic training sessions by your experienced senior employees to allowing employees to participate in outside seminars or through distance learning options. Also, it is wise to encourage participation in professional associations and provide for a formal mentoring program that provides mentors with how-to training, suggestions, or guidelines, regularly scheduled meetings, and required feedback.

5. Make Sure That Your Employees Feel Valued!

a) One of the easiest ways to do this is to say “thank you” to employees for good work on a project or task to let them know that they are appreciated. At the very least, every manager should take the time to check in and say hello periodically, and upper management should also do the same with the employees who report to their direct reports.

b) Managers should recognize when their reports are over-tasked and provide help before the employee becomes burnt out. This can be accomplished by providing your employees with support...by providing them additional assistance from other employees, by contracting for outside temporary assistance, or by adding a new hire to help with the workload. Also, consider providing overworked employees with a bonus or special reward (*i.e.*, an afternoon off) for meeting client demands and to thank them for the time they have spent away from their families.

c) All employees should expect to be treated with respect, and any disrespectful treatment of an employee by a manager should not be tolerated (this includes the top biller who enjoys bellowing and taking his report to task in public!)

d) Open Communication. Ask employees for their input and utilize some of their suggestions. All employees should be allowed the opportunity to visit the Legal Administrator to express any concerns and by doing so, the employee should not be chastised for going outside the hierarchal chain of command (we are not in the military and shouldn't be treated as if we have enlisted).

e) Provide for a “team” and “fun” workplace environment. Employees spend a large part of their lives at work and should enjoy their work environment and going to work. How-To Examples: host occasional firm-wide or department-wide celebrations that include all levels of employees (this emphasizes that we are all part of the team), Employee Appreciation Events (breakfasts, lunches, sundae parties, summer outings, holiday parties), and Retreats.

To recap, in order to prevent turnover, make sure that your employees are engaged and challenged, provided opportunities and avenues for professional growth, compensated appropriately, rewarded and appreciated!

Anna Savic is Managing Director of Response Legal Search's Hartford, CT office where she assists law firms and corporations with their direct-hire and temporary legal professional placement needs. Response Legal Search has two CT offices, in Hartford and Stamford. Anna can be reached at 860-293-1948 or asavic@responseco.com. Visit www.responseco.com for more information regarding Response.

In the depth of winter, I finally learned that there was within me an
invincible summer.
— Albert Camus

❧ BOARD MINUTES SUMMARY ❧

JANUARY 2007

TREASURER: Ken Sockolov distributed the financial reports for December 2006.

MEMBERSHIP: Shauna Manner brought and handed out the new 2007 Directories. Shauna will distribute the remainder of the Directories to all members and will bring to the monthly luncheon on January 17, 2007.

DIRECTOR-AT-LARGE: Linda Magyar discussed the surveys and that she had sold 50, and would like to get 10 more sold. Only 39 firms responded to the survey. Discussions regarding follow-up letters sent out to remind firms to submit surveys, plus e-mail requests for returning surveys.

WEBSITE DEVELOPMENT: All ads in newsletter and website are paid for. Next month board meeting to discuss finalizing advertising for the chapter.

MANAGING PARTNERS DINNER: Sacramento Placement and Pacific Storage are 2 of the vendors for the dinner. Follow-up phone calls to other vendors in the next week to be done. A site visit is needed at the Viscaya. Need to get proof of invite. Dinner is on March 14, 2007.

NOMINATING COMMITTEE: The following is a list of the nominating committee: Jessica Miller, Cindy Broughton, Cynthia Bassinger, Lynn Cole and Ken Sockolov.

The nominating committee met on January 10, 2007. Nominations were made and will open the floor at the January 17 luncheon. Certain positions, such as Website Development need some background regarding this.

OLD DOCUMENTS / SURVEYS: Karen Martin brought up the old documents and surveys that are stacking up from prior years, and how long we are to keep them. Board discussed this and decided to throw out all years except for prior year.

Ken Sockolov made a motion to the Board to give each Board Member authority, within legal limits, to make their own decision on destroying prior documents, etc. Board voted and motion carried.

BYLAWS: Tami discussed the Bylaws and will forward same to Camilla and Karen. Karen will upload current Bylaws on to our website.

FEBRUARY 2007

TREASURER: Ken Sockolov handed out the final December 2006 Financial Report. Motion carried to accept year-end reports.

☞ BOARD MINUTES SUMMARY ☞

Ken also distributed the financial reports for January 2007. Motion to approve all financial reports was carried.

MEMBERSHIP: Shauna Manner reported that 2007 Membership Directories are all out to members. An invoice from Stuart Cooper was received and paid in January. Shauna has spoken to 17 interested parties regarding membership.

NEWSLETTER: Current newsletter is completed, in the mail and on the web site. Next newsletter will be out by April 15th, which will have coverage of our Managing Partners Dinner on March 14, 2007. Legal West Staffing, Zoom Imaging Solutions are new advertisers.

MANAGING PARTNERS DINNER: Jessica Miller reported that we need to secure all vendors by February 9, 2007. Site visit at Vizcaya. Vendors - Caltronics, Jenkins-Athens Insurance, Pacific Storage, Sacramento Placement and Sierra Office Supplies. Possible additional vendors are Pitney Bowes and TelePacific. Speaker is David Thomas. Drink tickets with meal - 2 per person.

OLD BUSINESS: The Nominating Committee has received 33 ballots back; unanimous on all 33 ballots.

A discussion was held on posting the Board Meetings on the website; Board Meetings are open for anyone who wants to attend. Secretary should be notified one who wants to attend so meeting is not overwhelmed with people and to make sure the location of the Board Meeting has enough room to hold all attendees.

MARCH 2007

TREASURER: Ken Sockolov distributed the February 2007 Financial Reports. All vendors have paid for the Managing Partners Dinner. Motion to approve February Financial Report.

MEMBERSHIP: Shauna handed out an updated membership spread sheet. As of March 2005, the Sacramento chapter had 66 members, and as of March 2006, we have 81 members.

PROGRAMS/EDUCATION: Jessica announced that the lunch attendance has gone up.

OLD BUSINESS: Chapter marketing through public radio; Board questioned whether there were special rates for non-profit organizations. It was felt that public radio would make a large audience more aware of our organization, could boost membership, and make attorneys and law firms more aware of our presence in the community.

❧ BOARD MINUTES SUMMARY ❧

Discussed the upcoming National education conference in Las Vegas, May 1 through May 4, 2007; at least 6 people will be attending from our chapter

NEW BUSINESS: Tami turned the meeting over to the new SVALA President, Camilla Arnds. Camilla presented a “Thank You” gift to Tami for a year well done!

CHAPTER LEADERSHIP INSTITUTE: The board agreed it would reimburse a portion of their expenses, not covered by National, for the president-elect to attend the Chapter Leadership Institute (CLI) in Nashville, TN, in June 2007. The Chapter has done this in the past and will review each year. It was also recommended that the CLI be attended by the chapter’s Membership chair. A motion was made by and carried to approve sending a second board member and reimbursing for a portion of their expenses.

PROGRAMS / EDUCATION: Regional is in Tucson, Arizona. in November 2007 and National is coming up in May 2007, in Las Vegas. Camilla will be attending both National and Regional and her firm is paying for both.

NEWSLETTER: 11 vendors are currently advertising in the SVALA monthly newsletter. The board will be increasing the ad rates to cover the cost of color print. Advertisers will be notified of the increase when they come up for renewal.

SALARY SURVEY: 39 firms participated in last years survey, 34 were member firms and 5 were non-member firms. Approximately 300 surveys were mailed and 61 were purchased. The packets were sent out in the initial stages in hopes that the surveys in hand would possibly create more participation.

COMMUNITY CHALLENGE WEEKEND: Our Challenge Weekend will be October 12 -14, 2007. Kim DeVincenzi is the Chairperson for this committee. Kim would like to see the Board members participate in the event. She also wants to increase the participation of the actual members working during the event.

MANAGING PARTNER DINNER: Lynn Cole mentioned that we might consider an ALA MP Luncheon rather than a dinner. She will be soliciting ideas from national ALA members seeking ideas and feedback regarding their successful events and what worked and what did not work.

PRESIDENT’S AWARD OF EXCELLENCE: Camilla discussed that the chapter did an excellent job in participating in this competition last year. It is our goal to work hard on continuing this process. Last year our Chapter was awarded the BRONZE award.

For the complete SVALA Board Minutes, please visit our website at www.ala-sacramentovalley.org



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☞ LUNCHEON HIGHLIGHTS ☞

Richard J. Nigon – Robins Kaplan Miller & Ciresi LLP, Minneapolis
January 17, 2007

TOPIC: Preparing Meaningful Financial Reports for Timekeepers

Richard has served as the Chief Financial Officer at Robins, Kaplan, Miller & Ciresi L.L.P. in Minneapolis, MN for the last eighteen years. He has an undergraduate degree in accounting, an MBA and is a Certified Public Accountant. He became a Certified Legal Manager in 2000.

Richard has been an ALA member for 18 years, and is currently serving as ALA National President. He has been a frequent speaker at chapter meetings, ALA Regional Conferences and ALA's International Conference. At our January luncheon Richard provided valuable spreadsheets to aid in preparing reports for timekeepers so they understand their financial performance as a profit center. Richard was a very dynamic and informative speaker and gave us all copies of the spreadsheets he presented. If you'd like copies, please e-mail me at jmm@sweeney-greene.com.



John Childers – Hildebrandt International
February 21, 2007

TOPIC: Problem Lawyers: You Can't Live With Them, You Can't Live Without Them

John Childers is a consultant at Hildebrandt International working with law firms throughout the United States and Canada. He began his career practicing law with a prominent national firm and has been an outside consultant to law firms for the last seven years. He has a B.A. from the University of California, a J.D. from the University of California, Los Angeles School of Law, and has completed the top advanced degree program for organizational development practitioners, receiving a Masters of Science in Organizational Development from Pepperdine University.

John presented on problem lawyers. You know the ones – they can't turn their timesheets in on time, are terrible about collecting receivables, have technological issues, have egos bigger than the northern hemisphere, etc. His presentation was great and he has some good tips for dealing with these strange creatures, and he's a wonderful speaker with a conversational style that the audience can easily relate to.

☞ LUNCHEON HIGHLIGHTS ☞

David Thomas – IntegriTalk

March 14, 2007 – MANAGING PARTNER DINNER

TOPIC: Living Right Side Up In An Upside Down World!

David Thomas launched his speaking career in 1996 with the formation of IntegriTalk, an enterprise that stresses the importance of integrity through motivational speeches and interactive seminars before a wide variety of corporations and organizations. A graduate of the University of Texas at Austin (B.B.A., J.D.), David became a CPA and has acquired valuable business experience in the public accounting, commercial banking, and retailing arenas. He is a licensed attorney and certified seminar leader and has inspired audiences throughout the United States and Canada.

David has spoken at many ALA functions, including five separate managing partner functions this year alone! He made an excellent presentation and many people stopped to talk to him afterward, including the lawyers! For more on his presentation please see his article in this newsletter.

☞ ☞ ☞





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CALENDAR HIGHLIGHTS

<p align="center"><u>May 2007</u></p> <p>Thursday, May 10</p> <p align="center">SVALA Board Meeting Time/Location: Location TBD</p> <p>Wednesday, May 16th</p> <p align="center">Membership Luncheon 11:45 a.m. – 1:00 p.m. – Location TBD Topic: Annual Networking and ALA National Conference roundtable</p>	<p align="center"><u>June 2007</u></p> <p>Thursday, June 14</p> <p align="center">SVALA Joint Board Meeting Time/Location: Location TBD</p> <p align="center">Membership Luncheon 11:45 a.m. – 1:00 p.m. – Date / Location TBD</p>
<p align="center"><u>July 2007</u></p> <p>Thursday, July 12</p> <p align="center">SVALA Board Meeting Time/Location: Location TBD</p> <p align="center">Membership Luncheon 11:45 a.m. – 1:00 p.m. – Date / Location TBD</p>	<p align="center"><u>Upcoming Events</u></p> <div align="center">  <p>2007 Region 6 Conference</p> </div>



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