

FROM YOUR CHAPTER PRESIDENT,

Julia Strickland...



A STORY WORTH TELLING

In the professional world, we function as Legal Administrators. We are responsible for a law firm's overall day-to-day operations. We supervise staff and identify and develop business opportunities. To the extent that administrators bring particular management and business training to law firms, our positions are almost irreplaceable.

I think though, the professional side is only a part of who we are. The philanthropy of our members is a great story to tell. For years, the Arkansas Chapter has participated in the ALA's Community Challenge Weekend. As a result, our chapter has brought so much to our community and touched countless lives. Our current project continues that heritage through the Poor Man's Lunch and Bake Sale to benefit Hope Lodge. The American Cancer Society's Hope Lodge provides temporary housing for cancer patients seeking treatment at area hospitals.

You, the membership of this chapter, are an amazing group of women! Without you, this very important fundraiser wouldn't happen. Thank you to Donna Blacklaw and Mary Coney for their hard work and dedication as co-chairs of this event. Regardless of your level of service at the luncheon, we each are part of what we achieve as an organization. We have limitless potential, both professionally and in the community. And *that* is a story worth telling!

Julia



Skyline view of Little Rock, Arkansas

ALA Arkansas Chapter-March Meeting

**Where: The Little Rock Club
Regions Bank Building, 30th Floor
Little Rock, AR**

When: October 14, 2009

Lunch: 11:30 a.m.

Meeting: 12:00 Noon

**Topic: Roundtable
Discussion**

Speaker: Nancy Collins

***Note: Validated parking in the
Regions Bank
Building parking deck.***



ALA Mission Statement

The Association of Legal Administrators' mission is to improve the quality of management in legal services organizations; promote and enhance the competence and professionalism of legal administrators and all members of the management team; and represent professional legal management and managers to the legal community and to the community at large.

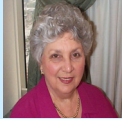
April 2008– March 2009

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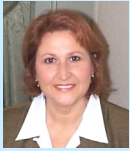
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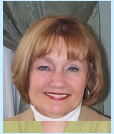
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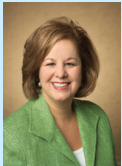
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appreciates the support of our vendor sponsors.**

Silver Partnership opportunities are still available.

Please contact Bonnie Vickery at bvickery@mwsqw.com for more information on how your company can benefit from partnering with our chapter.

COME JOIN US!

Membership in Association of Legal Administrators offers opportunities for:

**Knowledge sharing and networking opportunities (locally, regionally, nationally and internationally)*

**Professional recognition*

**Chapter and leadership support (substantive educational tools, idea exchanges and workshops to educate chapter leaders)*

**And a whole host of resources and opportunities for professional development*

For more information, read more [about ALA](#) or contact Angelia Hadden at ahadden@fec.net.



We value your comments/suggestions and even your submissions! This is your newsletter! If you would like to make a suggestion that would enhance the newsletter or would be willing to write an article for the newsletter, please e-mail Mary Coney, Newsletter Editor at mary.coney@arkansas.gov. The Legal Link editorial team consists of Pat Campbell and Julia Strickland. Clip art located in this newsletter is furnished by www.fotosearch.com.

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Mark Your Calendars!

Region 4 Educational Conference

October 2-3, 2009

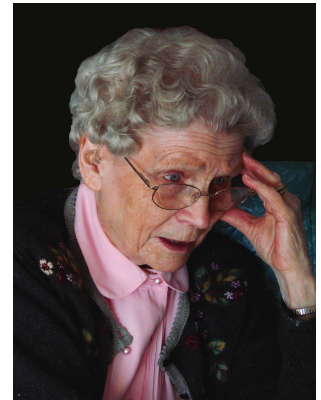
Crowne Plaza Riverwalk Hotel
San Antonio, TX

Click [here](#) to register!



CCW WEEKEND

Come one, come all to the ALA CCW Weekend event on October 22, at the Regions Bank Building Conference Room. We're having a Poor Man's Lunch with a bake sale and silent auction. All proceeds will go to HOPE LODGE in Little Rock. Hope Lodge is a home away from home for cancer patients and their family. Cancer affects almost all of us at some point in our lives. Could this be someone you love? Let's help them out.



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QUESTION OF THE MONTH

Question: Do you have any resources that will help me manage my multi-generational firm?

Answer: Legal administrators will face a number of challenges as they begin to integrate members of this group into the firm's workforce. There are a number of articles, surveys and news briefs on this issue. It might be helpful to read some of these resources to identify and address issues that may be affecting your own firm.

Phyllis Weiss Haserot's article in the October 2006 issue of *Legal Management* discusses "[Bridging the Gap](#)" among several generations.

Ida Abbott, who consults in mentoring and lawyers' professional development, says the major intergenerational problem today is that partners and associates have divergent values regarding institutional loyalty, definitions of career success, and the centrality of work versus family. See her article "[Mentoring Bridges the Generation Gap](#)."

Mayo Clinic discusses how workplace tensions can arise when people of different generations – working side-by-side – don't understand each other in "[Workplace generation gap: Understand differences among colleagues](#)."

A couple of news articles that do a good job outlining some of the issues:

- "[Post Generation X: What You Should Know About the 'Nintendo Generation'](#)"
- "[Next Up: Generation Y, Ready to Learn and Be Team Players](#)"
- "[Managing Outside Your Generation](#)"

The article "[Benefits and Balance in a Four-Generation Workplace](#)" is adapted from the CCH book *HR How-to: Intergenerational Issues*, by Linda A. Panszczyk. The author suggests that the key to success for employers is to regularly check the pulse of their organization to see how employee needs are changing, and then make the necessary changes to benefits programs to ensure those needs are met in an effective, cost-efficient way.

A good print piece is "X'ers' Needs Are No Different from Yours" in the September 1998 issue of *IOMA's Report on Compensation & Benefits for Law Offices*. Your firm's librarian or local law library staff can locate this item for review.

For help understanding children of the Baby Boomers, see the article "[Managing Millennials](#)" by Claire Raines of Generations at Work.

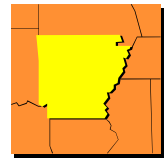
By understanding millennials – those born after 1980 – and how to manage this new generation of legal professionals, law firms can leverage their unique abilities and be more successful businesses in the long run. Author Tom Gimbel's article in the 2007 special issue of *Legal Management*, "[Managing Millennials](#)," shows the reader how to understand and guide this group.

"[Is Your Firm Ready for the Millennials?](#)" provides additional insight into how members of this group will affect their work environment.

"[Can You Manage Different Generations?](#)" from the Harvard Business School's Working Knowledge archive suggests flexibility as a key to competing for the best staff.

WHAT'S NEW???

From Around the State...



The Arkansas Chapter announces its 2009-10 Board of Directors:

President:	Julia Strickland
President-Elect:	Bev Eberle
Vice President:	Nancy Collins
Treasurer:	Carol Minor
Secretary:	Bonnie Vickery
Director:	Kathy Cagle
Director:	Gina Richburg

The following members will serve as Chairs of committees:

Advertising:	Bonnie Vickery
Bar Liaison:	Carolyn Owen
Benefits/Compensation:	Bonnie Vickery
Community:	Mary Coney/Donna Blacklaw
Education:	Nancy Collins
Fundraising:	Bev Eberle
Membership:	Angelia Hadden
Newsletter:	Mary Coney
Roster/Hospitality:	Kathy Cagle
Vendor Relations:	Gina Richburg/Kathy Cagle
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TO EVERYONE WITH AN OCTOBER BIRTHDAY
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WEBINARS

Mark Your Calendar for the Upcoming KRM Webinars:

[Motivating Employees to Change Bad Habits](#)

Tuesday, October 6, 2009

[Developing the Kept-On-Workforce](#)

Tuesday, October 20, 2009

[Think Twice! How to Recognize and Avoid Risk in Decision Making](#)

Tuesday, November 17, 2009

WELCOME NEW MEMBER

*ELLEN SIMPSON
Heath Law Firm
esimpson@heathlawfirm.com*

MISSION

The Association of Legal Administrators' mission is to:

- Promote and enhance the competence and professionalism of all members of the legal management team;
- Improve the quality of management in law firms and other legal service organizations; and
- Represent professional legal management and managers to the legal community and to the community at large.

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OCTOBER 2009
CLM COMPETENCY QUESTIONS



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1. What is a key factor in determining pay equity?
 - a. Reporting hierarchy.
 - b. What title has been assigned to an individual.
 - c. How well an individual performs his/her job.
 - d. When an individual was hired.

2. What is an example of an annual plan for updating computer servers?
 - a. A short-term business plan.
 - b. A short-term operational plan.
 - c. A long-term operations plan.
 - d. A short-term strategic plan.

3. For federal income tax purposes, a Limited Liability Company is treated like a(n):
 - a. partnership.
 - b. corporation.
 - c. professional corporation.
 - d. S corporation.

Answers:

- c
- b
- a





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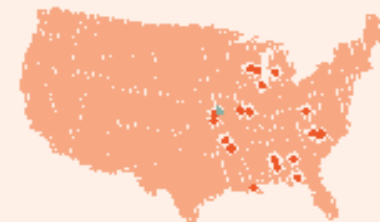
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