



GENERATION CHANGE & ITS IMPACT ON BAR ASSOCIATION: A BIBLIOGRAPHY

The staff of the ABA Division for Bar Services has assembled this collection of *Bar Leader* articles, meeting materials, and other resources on membership for use by bar leaders attending this year's ABA Bar Leadership Institute.

For additional information, please contact the Division's Information Coordinator Molly Kilmer Flood at kilmerm@staff.abanet.org or 312-988-5362. The BarCat database, which contains over 18,000 materials of interest to the organized bar community, can be searched at the following URL:
<http://abanet.org/barserv/infoclr.html>

Research on Generations:

Arthur Brooks: Generations and the Future of Associations

<http://www.abanet.org/barserv/bli/2007/brooksplenary.pdf>

Handout from 2007 BLI presentation on the future of associations that includes generational breakdowns and statistics showing the Generation X & Y are likely to join relevant, professional associations.

ABA Journal: The Pulse of the Legal Profession

http://www.abajournal.com/magazine/pulse_of_the_legal_profession/

800 lawyers from various stages in their careers reveal what they think about their lives, their careers and the state of the profession.

New Hampshire Bar Association: Stages of a Lawyers' Life Earnings, Practice Setting, Sources of Satisfaction Change as Attorneys Grow Older

http://www.abanet.org/barserv/library/h/quality_of_life_surveys/28873.pdf

A study of New Hampshire Bar members revealed how conditions of practice change as one grows older. Younger lawyers tend to work in big firms, and then join smaller or solo practice as they grow older. Income and billing rates increase with age. Younger lawyers derive satisfaction from the challenge of the work and increased responsibility. As they age, lawyers shift to satisfaction through deeper connections with clients and colleagues, increased stability in practice, and greater civility among colleagues.

Generations at Work

http://www.abanet.org/barserv/library/k/bar_administration_general/4729.pdf

Presentation outline from a program on the art of managing and motivating workers of diverse ages, describing the pitfalls that may confront managers who ignore those generational differences. The handout also includes descriptive tables that describe the key attributes and motivators for each generation of workers.

Bar associations in transition

Bar Leader Magazine

March - April 2006

Part I: <http://tinyurl.com/34btcs>

Part II: <http://tinyurl.com/2jvxga>

Legal executive coach Stephen P. Gallagher suggests that many bar associations may be working from an outmoded business model. If you would like to capture "new individuals" who are looking for direct personal involvement, what are some ways to get started? How long has it been since you looked at your mission statement? And are blogs just a passing fad, or a place where your prospects "live?"

Forum Magazine The new recruit how to attract generations X and Y

http://www.abanet.org/library/k/membership_services_and_benefits/29123.pdf.

Generation X and Y people have different values than their boomer parents. They will not join or be recruited by associations the same way their parents were. An entirely new approach will be required, which the author outlines with the acronym RECRUIT.

Bar Association Programs & Activities Addressing Young & Old:

Multnomah Bar Association: Bridging Generations Report

<http://www.mbar.org/docs/BridgingGenerationsReport.pdf>

This is the final report from a Spring 2006 membership survey on the perceived "Generation Gap".

Developing Future Leaders

<http://www.abanet.org/barserv/bli/2007/fritzdevelopingleaders.pdf>

Are good leaders born or made? Actually, they are developed and trained through both programs and processes. This session from the 2007 BLI focused on two thoughtful and deliberate approaches to preparing the next generation to lead the bar association, the profession and the community.

For additional information on leadership academies, consult the NABE Meetings, Seminars & Events Forum web page: <http://www.abanet.org/nabe/resources/meetingforum.html>

Re-Tooling Member Benefits

<http://www.abanet.org/nabe/events/meetings/midyear07handouts/wedretool.pdf>

Handout from a presentation at the 2007 NABE Midyear asks the questions:

- What Do Members Want?
- How are Members Changing?
- What do young and older lawyers want?

New York State Bar Association: Report & Recommendations on Mandatory Retirement Practices in the Profession

<http://www.ncbp.org/Handouts-2-07/Second%20Season7.pdf>

The report details the results of a six month study that looked at age discrimination practices in the profession.