

## **BOLTON AWARD PRESENTATION**

**February 12, 2009**

**Thank you Denny for that kind introduction – you read it just like mom wrote it. It is more than a little humbling to stand before such a talented group of men and women to be recognized as this year’s Bolton Award recipient. It is a great honor. Particularly so because there are so many talented and deserving professional bar executives in NABE. Working in NABE and in Indiana has been a labor of love.**

**We added this portion of the presentation to our Thursday luncheon just a few years ago. It was designed to give the Bolton Award recipient an opportunity to share a few thoughts on leadership and professionalism. I am going to stray from that path today and use my time instead to thank a few folks and share one tool that might help keep us focused on our responsibilities as leaders.**

**I want to extend my thanks to all involved in the selection process, particularly the Board of Directors of NABE. A special thanks to:**

- The professional association executives at the Division for Bar Services who create the atmosphere at these meetings to allow us all**

**to learn and grow. They performed wonderfully this week under some adverse circumstances.**

- The members of my staff at the Indiana State Bar Association who do all the heavy lifting in our office and make me look good, especially Susan Jacobs – our wonderful Associate Executive Director – she is the best Associate Director in the country, also**

- The members of the Indiana State bar Association’s Board of Governors who have allowed me to actively participate in NABE activities, because they recognize the value to our bar association of my interacting with the professional bar executives that make up NABE, I learn something at every meeting.**

- Each of you who share your knowledge and time so freely.**

- Finally thanks to my lovely wife of 37 years, Mary Ellen (who could not be here today) for her understanding, patience, support and from time-to-time professional counseling. She is in the final semester of her teaching career and the smile gets bigger on her face every day.**

**Many years ago I started my adult working life when I graduated from a small school on the banks of the Hudson River about 50 miles north of New York City. They taught us a thing or two about leadership, integrity, responsibility and professionalism at that school. I have tried to apply what they taught me throughout both my military career and my career as a bar executive. So far, so good. West Point teaches leadership under the mantra of “Duty – Honor – Country.” I know of no better way to explain the concept and stay focused. It works equally well for military and association activities.**

**Those three words, in their simplest form, call for us to do our jobs to the best of our ability with absolute integrity and loyalty to our organization and co-workers, it could not be clearer. While each word in the phrase is critical to the concept of leadership, for me one has overriding importance.**

**That concept is honor. Absolute integrity engenders in your co-workers the trust which is necessary to accomplish your association’s**

**goals. Integrity makes leading easier. The team can be comfortable that what you say is always true.**

**You might therefore translate West Point's motto to "Job – Integrity – Loyalty." But I prefer it the way I learned it. And the way it has been taught at the Academy since 1802. "Duty – Honor – Country." If you remember that phrase you can stay focused on your responsibilities as a leader.**

**In parting I'd like to ask a few people to stand and be recognized. This will allow you to put faces to names in the program.**

**Denny Ramey            Ohio**

**Paul Carlin            Maryland**

**Bob Craghead        Illinois**

**Diane O'Steen        Atlanta**

**Keith Birkes         Missouri**

**Kathy Bifaro         Buffalo**

**Chuck Tanner**

**Colorado**

**These folks are my heros. I have learned a lot from each of them.**

**These are previous Bolton Award winners. I am honored to be among them.**

**Thanks again for this wonderful honor, thanks for your friendship and thanks to all of you for what you do for the lawyers and citizens in your respective states.**