

2005 Spring Meeting
ABA Young Lawyers Division and General Practice Solo Section

Public Service Projects

Ready for the World and Summer Minority Student Intern Program

John Choi, Honolulu, HI, Kristie Cruz Chang, Honolulu, HI and Justin Goldstein, Pittsburgh, PA

Volunteer attorneys help high school seniors get "Ready for the World" by discussing what the students should expect when they turn 18. This presentation will provide the young lawyers with the tools necessary to implement this program in his/her state.

Public Service, Positive Publicity, Inter-bar association outreach, Diversity and Law Firm relations - 14 years strong, the Minority Summer Law Intern Program continues to achieve these goals. This program introduces city high school juniors to the legal profession by providing intern opportunities at local law firms. Find out how you can successfully recreate a program that has proven to increase minority post-graduate school attendance and gives students a glimpse into a career in law.

Parent Wars

Mark W. Hodge, Little Rock, AR

The presentation will include the showing of a video that was developed with the Parent Wars Project as well as the distribution of a handbook that accompanies the video. A discussion will follow including methods by which the project has been distributed and incorporated into the practice of Arkansas attorneys and the judiciary.

Affiliate Assistance/Member Service

ABA/YLD Awards of Achievement

The annual Awards of Achievement Program provides ABA/YLD affiliated state and local bar young lawyer organizations with the opportunity to submit their best projects for evaluation by a jury of their peers. Learn more about this program and how your affiliate can submit an application.

ABA/YLD Who We Are What We Do

Christina Plum, Milwaukee, WI and Jay Ray

Have you always wanted to know how to become more involved in the ABA/YLD? Learn how the many components of the YLD function to makeup the organization, governance, structure and programming. Take your bar involvement to the next level!

Spring Bar Leadership Symposium: People and Programs

This two hour program will focus on two sets of "people" - leaders and members of state and local bar associations. For leaders, it will provide "lessons learned" from former bar leaders. For members, it will focus on programs designed to attract members and programs designed to increase member involvement.

Where Do I Begin? Financial Planning for Young Lawyers

Kelly Abeles, ABE, Chicago, IL and Tom Haunty, North Star Resource Group, Chicago, IL

Financial planning can be a daunting task. Many Young Lawyers find themselves asking the question “Where do I begin?”. This session will help answer that question by going through the pyramid of financial planning. It will provide an easy to follow process for financial planning whether you are just beginning the process or need to update a plan already in place.

ABE One-On-One Financial Planning Sessions

ABE has also arranged for a Financial Planner to meet with attendees at the 2005 Meeting in Miami. ABE will sponsor Thomas A. Haunty, a Certified Financial Planner® (CFP®) practitioner with North Star Resource Group. He specializes in providing financial planning services for attorneys and their clients.

Each appointment will be ten minutes long and prior to the meeting Mr. Haunty will ask you to complete a Screening/Financial History form. This questionnaire will provide the background he needs for your discussion.

Appointments will begin at 9:30 A.M., May 20th, and will be scheduled every fifteen minutes until 12:30 P.M. Mr. Haunty will also have appointments available on Saturday, May 21st, from 9 A.M. to 10:00 A.M., just prior to his presentation on Where do I start? Financial Planning for Young Lawyers. If you are interested in making an appointment to discuss financial planning with Mr. Haunty, please contact Kelly Abeles by May 18th at the ABE at 312-988-6407 or email her at kabeles@abendowment.org.

CLE

Ethics: The Facets of Professional Conduct

Justice Raoul G. Cantero, III, Miami FL, William I. Weston, J.D., Ph.D. Hollywood, FL

The program will focus on two topics - Professionalism and the importance of professional behavior both to the client and to the court as well as an in depth discussion of conflicts of interest situations including emphasis on Model Rule 1.7, the panel will also discuss the concept of ethics as a multifaceted concept involving values, normative rules and professional behavior.

10 Things Every Lawyer Needs to Know About Bankruptcy Law

YLD Bankruptcy Law Committee

Hugh M. Ray, III, Houston, TX

Every day, some attorney learns bankruptcy law the hard way: by getting sued, by losing clients, by sanctions or worse – don’t be that lawyer. While a one-hour presentation will not turn you into a bankruptcy lawyer, it will teach you to avoid the top ten deadliest pitfalls that attorneys face. The presentation will focus on drafting documents to anticipate a bankruptcy, advising clients in financial trouble, collecting money from a bankrupt debtor, and preserving your client’s rights in bankruptcy proceedings. In the event the “Bankruptcy Reform Act” has been passed, a portion of the program will address recent changes to the bankruptcy system.

It's a Small World After All: The Ins and Outs of International Commercial Arbitration

YLD International Law Dispute Resolutions and Litigation Committees

David Lindsey, New York, NY; Janet T. Munn, Miami, FL and Elena Marlow, Miami, FL

This CLE will address substantive and practical concerns when dealing with an international commercial arbitration. The CLE will also highlight the emerging role of Miami as the center for international arbitration involving Latin American clients.

Keeping it Real: Your Authentic Minority Self

Nelson Bellido - Miami, FL; Travis Trueblood - Miramar, FL; Chauntis Jenkins - New Orleans, LA; George Johnson - Columbia, SC; Amy Lin Meyerson - Weston, CT; Edd Vasquez - New York, NY

As more law firms and companies realize the benefits of diversity in the workplace, such as the fact that heterogeneous or diverse groups tend to outperform non-diverse groups on new, different, challenging tasks, opportunities are increasing for attorneys of color. Questions arise as to whether once you do secure a position with a majority dominated firm or company; can you be your true self in the workplace? Is it possible to be your authentic minority self and be successful in a majority dominated organization? Can you say what you really think among your work colleagues? Can you dress, act, react, or otherwise behave in a way that you feel is true to your racial/ethnic identity without suffering negative consequences? How much assimilation is required? By assimilating do you succeed at the price of losing touch with your true selves? Do you isolate yourselves from other ethnic lawyers or from your communities? Are you one way at work and another at home? Is this price too high? Join us for a wide-ranging discussion on these questions as well as strategies for maintaining your real minority racial/ethnic identity while simultaneously succeeding.

Marketing Your Practice without Selling your Soul

Jim Calloway - Oklahoma City, OK

Many lawyers tend to think of marketing as somewhat distasteful or they may only think of marketing their practices when business is slow. Many of us have seen unprofessional and “over the top” advertisements for lawyers. But the small firm lawyer can have an effective marketing effort without being crass or unprofessional. This fast-paced program will cover all aspects of marketing from personal networking to attorney Web pages to business cards and e-newsletters. Our speaker will show you how to design and implement your own marketing plan.

Peer Review Ratings – Guidelines and Putting the Ratings to work for You and Your Law Firm

Michael Gibeault, Lexis-Nexis Martindale-Hubbell

The LexisNexis Martindale-Hubbell Peer Review Ratings have been an integral part of Martindale-Hubbell's service to the legal community since 1887. The Peer Review Rating process, which evaluates lawyers and law firms in the US and Canada are based solely on peer review. The Martindale-Hubbell Peer Review Rating is considered an invaluable resource when evaluating a lawyer, making referrals or looking for counsel in another jurisdiction. Using the Peer Review Ratings, lawyers can knowingly select counsel with superior ethics and the desired professional experience.

As members of the Young Lawyers Division, if you are not familiar with the process, or have received your Rating and do not know the marketing power of the Peer Review Rating – this session is for you. During the session you will learn more about the Peer Review Rating, eligibility guidelines, and how the Rating can be used in your

individual and law firm marketing efforts.

Perceptions of Partnership

John W. Kozyak, Miami, FL; Tiffani G. Lee, Miami, FL; Paula Nailon, Tucson, AZ and Susan M. Wissink, Phoenix, AZ

Are you confused about what it takes to become a partner in your law firm or unsure about whether you even want to be on the partnership track? Do you know how to realistically appraise your viability as a partner and know what will come next if you accept a partnership offer? Or do you feel as if you may have gotten derailed and need advice about how to get on more solid footing with your employer? The speakers will provide answers to these questions, as well as present information about the various types of partnership tracks being used by law firms around the nation, discuss the nuts and bolts of partnership offers and explain the new responsibilities that come with a partnership.

Privacy in the Workplace – Criminal and Civil Implication

YLD Criminal and Juvenile Justice and Labor and Employment Law Committees

Neal R. Sonnett, Miami, FL; Lynlee Wells Palmer, Birmingham, AL

This program will focus on privacy issues facing employers and employees, including physical privacy, electronic privacy, and privacy of employee-related information. In particular, the program would address potential criminal and civil liability for violating an employee's privacy, such as Internet usage monitoring, surveillance cameras, and monitoring electronic communications. The program will also address the rights and obligations of employers where criminal or civil wrongdoing is alleged. For example, what are permissible incursions on bodily privacy where a company is accused of civil or criminal misconduct (i.e., drug testing, polygraphs, etc.)? Finally, the program will address the rights of employees to protect their privacy where they or their employer is accused of wrongdoing, including the right to have an employer provide independent defense counsel, the right to hold privileged conversations, and the right to resist government interrogations, even where an employer encourages submission.

This program is topical in light of the recent well-publicized invasions of employees' physical privacy in Florida, California, Tennessee, New York, and other states, as well as recent high-profile corporate criminal prosecution based on e-mails and other "confidential" communications.

Rainmaking with Creative Billing

Natalie Thornwell - Atlanta, GA

Time, billing and collecting can be a real pain, but not when you know the secrets that can boost your productivity and cash flow, reduce complaints, and improve your client relations. Don't believe us? Join us for an hour that will change your mind and the way you do business!

Rainmaking Made Simple: What Every Young Lawyer Should Know

YLD Minorities in the Profession, GP Solo and Women in the Profession Committees

Beatrice A. Butchko, Miami, FL; Reginald Clyne, Coral Gables FL; Mark Morice, Gretna, LA; Patricia H. Thompson, Miami, FL and Dahlia A. Walker, Hollywood, FL

This program is designed to be an interactive panel discussion which will provide insightful and helpful rainmaking tips for young lawyers of all backgrounds. Diverse panelists will discuss rainmaking topics, including but not limited to: 1) How to generate business as a associate in a large firm; 2) How to generate business in a solo practice; 3) How to use Bar Activities to generate business; 4) How to create a successful marketing/business plan; 5) How to develop your business niche; and 6) How race and gender can be an asset in rainmaking.

Tips, Tools, Techniques, Gadgets and Gizmos

Bruce Dorner - Londonderry, NH and Dan Coolidge - Warner, NH

Join Dan and Bruce for a trip down Techno lane. Hear about what's hot in software and gadgets, and how to separate the "Gee whiz!" gizmos from the truly useful widgets. Learn from the masters' techniques to find the right technology to improve service to your clients and to make your practice more enjoyable- maybe even improve your bottom line! As always, they'll cover the tips, tricks and gadgets along with the legal nooks and crannies of the Internet. This is both a practical and lighthearted look at what's happening in the technologically proficient solo and small firm law office

Zen and the Art of Office Management

Reid Trautz -Washington, DC

Being a solo or small firm practitioner is NOT an excuse for bad management or poor procedures. Here are tips all solo and small practitioners can and should implement to make their practices more relaxing and rewarding.