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Palm Beach County *Chapter*



The Palm Beacher

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President's Message



Laura York
Rudolph & Associates, LLC
LYork@RudolphandAssociates.com

I can't believe how quickly the year has passed. Last year this time I was getting ready to start my Presidency and here I am finishing my last month! For all of those who told me (promised me) that the year would go by quickly, **YOU WERE RIGHT!**

I have had a great year and I am thankful to those who helped me throughout the year with advice and guidance because without you I would have been a sinking duck! Thank you to my Board who was with me along the way! I am looking forward to helping those coming up behind me in the next two years as I continue my time on the Board!

This year had me in Minneapolis for CLI and in Nashville for the Regional Conference. Our Chapter tried some new things (like the pop up Happy Hour that we will be looking to enhance further in the coming year) and have new things still to come (a breakfast meeting in April and a dinner meeting in August)! Speaking of change...in place of the Legal Expo, I hope to see each of you at CASINO NIGHT on Friday, March 9, 2018, at the West Palm Beach Airport Hilton! Bring a friend or two or twelve...it looks to be a great night with lots of fun...and did I mention LOTS of great prizes you will have an opportunity to win...like a cruise for two!

I am looking forward to traveling to Maryland in May for the National Conference and hope that many of you are going to get up there as well. For those that can't, there is still the chance to hit a Regional Conference in the fall in either Austin (October 18-20) or Chicago (September 13-15)!

Did you know we are also doing something else new?! Well let me be the first to tell you! This year we will hold TWO socials...yes, we are reducing our socials down to one in the spring and one in the fall, because we know how busy everyone is, but we also know how much everyone loves to get together, so we figured, let's reduce the number and give the dates LONG in advance (be on the lookout for the dates coming very soon)!

But wait....there is more!!! Those that attend either (or both) of these socials will get their name in a special drawing for a chance to win a scholarship to one of the two Regional Conferences the following year. So if you come to the Social in the spring, drop your card in! If you come to the Social in the fall (drop another card in)! At the November luncheon, a lucky winner will get to go to a Regional Conference of their choice in 2019 (Must Be Present at November Lunch to Win!) This is in addition to the Scholarship drawings that we do in January each year. How do I get a chance at those, you might ask. Well it is easy, too; for each luncheon you attend you can drop your card in the basket, then come to the January luncheon (Must Be Present To Win) and two names are drawn for one trip to National and one trip to Regional. The winner gets their choice and runner up gets to go to the remaining choice! Did you also know the scholarship winners not only get their conference paid in full, but it also includes hotel accommodations and airfare? Yes!

As I get ready to pass the reigns to Kim Ayers, I want to take this opportunity to thank each of you that have supported me through this year as your President! I won't have to stand at the podium any longer, but please feel free to still reach out to me with any needs you may have or ideas to share that can help enhance our Chapter as we continue to work to make this a group that benefits each and every one of you!!! Ta ta for now!!

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January Member Meeting



Wayne Sanders, CPA
Carr, Riggs & Ingram

We were pleased to have Wayne Sanders, CPA and partner with Carr, Riggs & Ingram, CPAs and Advisors, as speaker during our membership meeting held on January 9, 2018. Wayne's timely program topic was "The Impact of the Tax Cuts & Jobs Act."

Before Wayne's presentation, Michele Parcels, Chair of the Nominating Committee took the floor and explained the process of becoming a board member.

She then introduced 2018-2019 pending Board member nominees and opened the floor to new nominations. A motion was made to accept the Board as presented. The motion was seconded and passed unanimously. The 2018-2019 ALA Palm Beach County Chapter Board members will be:

Kim Ayers, President
Dina Lotz, Vice President
Cheryl Sollenberger, Secretary
Sarah Steele, Treasurer
Laura York, Immediate Past President
Michele Parcels, Past President

Prior to closing the meeting a drawing was held for trips to the 2018 ALA National Convention and the ALA Regional Conventions. The first winner (who has first choice of which conference to attend) was Carol Knight; the second winner was Cheryl Sollenberger, and the alternate winner was Dawn Tasca.

idea AWARDS

Innovators Wanted for ALA's IDEA Awards!

Do you know a chapter, member or business partner who has developed unique or innovative programs, services or events that improve the legal community?

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Send questions to awards@alanel.org

ALA
Association of Legal Administrators

February Member Meeting



**Frederick J. Esposito, Jr., MBA, CLM
Rivkin Radler LLP**

Our speaker for the member meeting held on February 13, was Frederick J. Esposito, Jr., MBA, CLM.

Fred has more than 25 years of law and accounting firm management experience. He is a popular speaker and an author of articles on a wide range of legal management topics, including best practices, billing and collections, profitability, attorney compensation

systems, alternative fee arrangements and strategic planning.

Fred's program topic for our meeting was "Where Did the Time Go? Best Practices for Time Entry, Billing & Collections."

Prior to closing the meeting, President Laura York reminded those in attendance that in lieu of a member meeting in March we are having a Casino Night on March 9th at the Palm Beach Airport Hilton, 150 Australian Avenue, West Palm Beach, FL 33406 from 5:30 p.m. to 9:30 p.m.

Casino Night promises to be Win-Win-Win event! The purpose of the event is to honor our fabulous business partners; the proceeds go to Big Dog Ranch and there will be MANY awesome prizes, including a \$1,500 cruise for two!



It Takes Two (Types of Thinking)



Paul Purdue
Attorney Computer
Systems

The other night, I was having a conversation with my wife, Barb. She's a retired first grade school teacher. She keeps busy and makes extra cash working part-time in the deli at Cabela's, a popular sporting goods and outdoor retailer.

Barb told me about her day and how they went from slow to super busy. Two busloads of teenagers came into the store – and they all wanted special sandwiches!

She described the next hour or so as a whirlwind of breads, vegetables and cold cuts - all coming together as beautiful sandwiches. Meals went out, cash came in, and the customers got what they wanted.

It's a small deli, with just my wife and one other employee on duty. The pressure was on - and Barb stepped up. She moved from station to station to making sure all her guest's deli needs were met.

When the dust finally settled, and my wife and her coworker caught their breath, the store manager approached them - not the person in charge

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of the deli, but the General Manager of the store.

He came over specifically to compliment Barb. He saw the way she handled the rush - multitasking efficiently and working through the weeds. He concluded his praise with the rhetorical question:

“You do everything around here, huh?”

Being the big thinker I am, I couldn't just accept the heart-felt compliment the GM gave my wife. I know he meant it, that wasn't the issue... Moreover, I was curious:

What is it about my wife that makes her able to 'do everything?' How is she able to perform at her best in hectic moments? What makes her do well in times where others would flounder?

I asked Barb if it was part of her job's responsibilities to perform all of the deli functions during a rush.

She said no, she hasn't been designated to do these extra jobs.

Next, I inquired if this was part of her training. Had they covered with her what to do during a rush? Was this standard operating procedure?

Again, she said no, she hasn't been trained to deal with situations like these.

She enjoys her job, and her coworkers, so I asked her if she did this extra work in order to be noticed. Did she work more so she'd receive praise like from her superiors?

And again, my wife said no.

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With no speculation left, I just had to ask her outright, “OK, then why do you think you stepped up like that?”

Barb thought about it for a few moments. Then, she simply speculated, “I guess it’s because I can.”

And that straightforward answer showed me the obvious answer I’d been staring at the whole time. When it comes to getting things done and making it happen - **Some People Can Just Do That!**

It’s the clutch basketball player that scores the game winning three pointer in the last moments of the game. Or Tom Brady in the 4th quarter.

It’s the critical thinkers that get their best thinking done right before the final deadline. Some people do their best work in chaos.

The conversation made me think of Mary Jo, and how she’s like Barb in some ways. Mary Jo is great at tackling problems we haven’t seen before. She is ready to think on her feet and get outside the box. Mary Jo is not afraid to take chances and make mistakes - not if it means finding the best solution.

Not me, I’m on the opposite end of the spectrum. I’m a methodical thinker. I ideate infrastructure. I come up with a plan for the future and analyze it from every angle. If you think I can talk, then just imagine the things I’m not saying. In short, I am the planner.

After reflecting on these styles of thinking and problem solving, I realized that how you think isn’t as important as understanding both approaches. In other words, there is a time and place for both styles of thought.

If there’s a new problem at ACS that needs a fast or unorthodox solution, Mary Jo may generate the best idea first. But that doesn’t mean she can’t appreciate long term thinking or plan a system well in advance

I focus in on the long term/big picture and how we can build the right infrastructure to solve a problem. But when push comes to shove, I can think fast and produce solutions. It may not be my specialty, but I can do it.

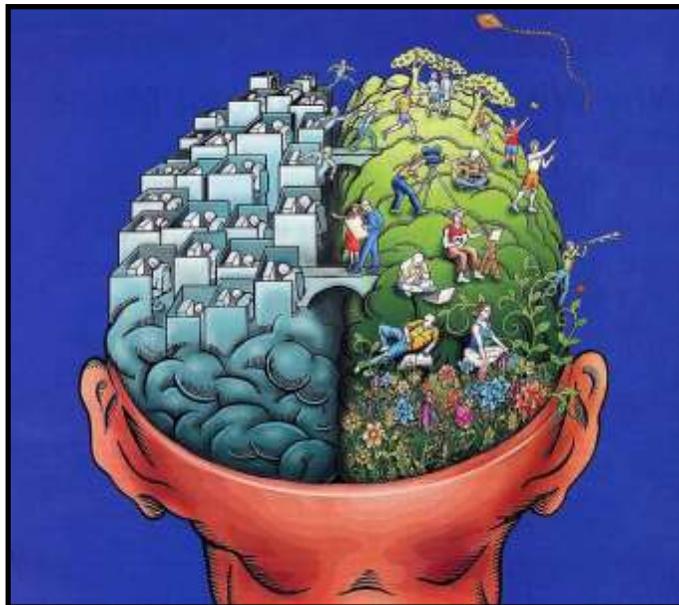
The lesson here is to learn and appreciate both sides of fence. Learn how to think in either way.

It’s good to identify what thought pattern resonates with you most. Are you like me - able to create systems, previsualize infrastructure and see the big picture? Or are you more like

Barb and Mary Jo - producing answers on the fly and thriving in the most stressful of circumstances?

Figure out your strength. Now, focus in on your weakness. As I’ve said earlier, it’s important you see the value in both ways of thinking. There is a time and a place for both.

How could you improve the way you think and approach a problem?



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If you feel like you're already good at planning, then focus on your reactionary thinking. What's a problem that your business recently faced where time was a crucial factor? Or, think about a hypothetical disaster scenario for your company - what's the first thing you would do to solve it?

Do you feel you're better at jumping in on things as they're happening? Then, it's time to exercise your imagination and eye for logistics. Think about a larger problem in your business that immediate action can't solve. Practice activities that stimulate long term thinking and patience.

Again, the most important thing is knowing the time and place for both ways of thinking. You'll figure this out if you understand and recognize the value in the side opposite of yours.

By learning from opposite style thinkers, we can enrich our professional and personal lives. Maybe my wife's fast-on-her-feet nature makes her the perfect counterpart to my big planning and dreams. Or maybe it's just because she lets me talk so much.



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The Annual Conference & Expo in National Harbor, Maryland, is shaping up to be a celebration of diversity and an opportunity to overcome our challenges and navigate our future.

"The 2018 Annual Conference & Expo is an opportunity to deepen our relationships and learn from one another, bringing together legal management professionals and business partners with diverse backgrounds, experiences and job responsibilities."



Richard J. Nigon, CLM
Conference Committee Chair
2018 Annual Conference & Expo



**Keynote Speaker:
John Quiñones**

ABC News correspondent
and host of the TV show
What Would You Do?

Quiñones explores the dilemmas that leaders, employees and organizations face in this new world of transparency. His keynote focuses on his odds-defying journey, celebrates the life-changing power of education, champions the Latino American Dream, and provides thought-provoking insights into human nature and ethical behavior.

Member News!

JONES FOSTER

JOHNSTON & STUBBS, P.A.



Jones, Foster, Johnston & Stubbs, P.A. is pleased to announce that attorney Karl J. Sanders, formerly a sole practitioner in Jacksonville, has joined the firm.

The 2018 edition of the South Florida Legal Guide names West Palm Beach law firm Jones, Foster, Johnston & Stubbs, P.A. as a “Top Law Firm,” names 9 Jones Foster Attorneys to the “Top Lawyers” list, and 1 Jones Foster Attorney to the “Top Up and Comers” list.

Top Lawyers:

- | | |
|-------------------------|--------------------|
| Larry B. Alexander | Margaret L. Cooper |
| Mark H. Dahlmeier | Tasha K. Dickinson |
| Scott G. Hawkins | Joanne M. O’Connor |
| Sidney A. Stubbs, Jr. | Roberto M. Vargas |
| John C. “Skip” Randolph | |

Top Up and Comer:

Grasford W. Smith



The firm announces that shareholder attorney Scott G. Hawkins has been installed as a Member of the Economic Council of Palm Beach County, and installed as Chair of The University of Florida Law Center Association Board of

Trustees.

Happy Birthday!

*J*anuary

**Don MaGruder
Audrey Yeager**

*F*ebruary

**Brenda Danaei
Susan Gavsie
Gloria E. Hernandez, CLM
Eileen Michelbrink
Devika Peters
Wendy Spring
Jamie Stanton
Susan B. Williams
Jennifer Tracy**



The Association of Legal Administrators (ALA) was formed in 1971 to provide support to professionals involved in the management of law firms, corporate legal departments and government legal agencies. ALA provides educational opportunities and services to more than 10,000 members representing more than 5,300 employers in 21 countries. ALA is structured into six regions with more than 100 chapters in the United States, Puerto Rico, Canada and New Zealand.

ALA’s 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. The Association’s members are law office administrators who manage such areas as finance, human resources, systems and technology, facilities, marketing and practice development.

BOARD OF DIRECTORS

- Laura York, President
- Kim Ayers, Vice President
- Dina Lotz, Treasurer
- Cheryl A. Sollenberger CLM, Secretary
- Michele Parcels, IMD Past President
- Susan Goldstein, Past President

Membership Information

Dina Lotz
 Membership Chair
 (561) 625-8311
 DLotz@Labovick.com

Calendar of Events

January 9, 2018	Member Meeting
January 9, 2018	Board Meeting
February 13, 2018	Member Meeting
February 22, 2018	Annual Planning Meeting
March 9, 2018	Casino Night!
April 10, 2018	Member Meeting
April 24, 2018	Board Meeting
May 3-6, 2018	Annual Conference in National Harbor, MD
May 8, 2018	Member Meeting
May 22, 2018	Board Meeting
June 10, 2018	Member Meeting
June 24, 2018	Board Meeting



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www.pbcala.org

If you have news you’d like to see included in the newsletter, please email geh@flappellatlaw.com