

# NABE-News

OF BAR EXECUTIVES

Friday, July 8, 2005

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## CALENDAR

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### NABE/NCBP/NCBF

#### Annual Meeting

When: August 2-4, 2005

Where: Chicago, IL

### NABE Communications Section Workshop

When: September 28 -  
October 1, 2005

Where: Orlando, Florida

### NABE Governmental Relations Section Workshop

When: November 7 - 9, 2005

Where: Austin, Texas

## ANNOUNCEMENTS

**LEXISNEXIS CARES PROGRAM:** At the Chicago Annual Meeting, LexisNexis will be collecting school supplies for students at the South Loop Elementary School. If you're planning to attend that meeting, please bring the following school supplies:

- Glue sticks
- Wide-ruled spiral notebooks
- Notebook paper
- Colored pencils
- #2 pencils
- Scissors
- Crayons
- Pocket folders

Supplies should be placed in the collection box near the NABE registration desk at the Chicago Sheraton Hotel & Towers.

**LAST CHANCE FOR PICTORIAL DIRECTORY:** The NABE Pictorial Directory will be distributed this fall. If you have not already sent your picture in or had it taken at the Atlanta or Salt Lake City meeting, this is your last chance to email it to Maria Johnson ([JohnsonMaria@staff.abanet.org](mailto:JohnsonMaria@staff.abanet.org)). Also, if you haven't paid your 2005-2006 dues yet and want to be included in the directory, you still have time if you pay quickly!

**INDIVIDUAL CONSULTATIONS ON BAR MANAGEMENT ISSUES AVAILABLE AT NABE ANNUAL MEETING:** Don't forget to sign up for an individual consultation with one of the Division for Bar Services' Consulting Staff during the NABE Annual Meeting. Karyn Linn, Jennifer Lewin, and Elizabeth Derrico have significant and extensive experience working with bar associations on a variety of bar management issues.

To arrange an appointment on Tuesday, Wednesday or Thursday afternoon, please email Elizabeth Derrico ([derricoe@staff.abanet.org](mailto:derricoe@staff.abanet.org)) the following information:

- Your name and title
- Name of your bar association
- Your phone number and email address
- A brief description of your issue and whether it would be categorized as communications, finance, governance, program/project management, or other.

- Your preferred day for the consultation

A member of the Consulting Services Unit will contact you to confirm your appointment. The deadline for scheduling appointments is Friday, July 22, to give consulting staff adequate time to research issues.

**ABA RESUME REVIEW PROGRAM:** The ABA Resume Review Program for state, local and specialty bars is in full swing. Contact Jill Eckert McCall at [careers@abanet.org](mailto:careers@abanet.org) or 312.988.6215 if you'd like to have a code assigned to your bar association. The specially priced reviews are \$95, which is \$30 less than the regular rate. For each of your members who utilizes the service, the Center will return \$20 of the sales price to your bar association.

**LRIS AWARD NOMINATIONS:** The deadline for nominations for the 2005 Cindy A. Raisch Award is July 15, 2005. This award recognizes the enhancement of public service oriented lawyer referral and information programs that provide access for moderate income consumers across the country, and the development of innovative ideas in the lawyer referral field. For more information, contact Jane Nosbisch at (312) 988-5754; [jnosbisch@staff.abanet.org](mailto:jnosbisch@staff.abanet.org) or go to [www.abalegalservices.org/lris](http://www.abalegalservices.org/lris) and click on "Raisch Award."

**FINESSING TOUGH SITUATIONS: A GUIDE FOR NEW CEOS:** *Executive Update* asked three of America's leading management coaches (as ranked by *Forbes* magazine) what they would recommend to a new CEO entering an association under three difficult scenarios. The management coaches they selected were:

- **Marshall Goldsmith**, a renowned expert in executive education, described by the American Management Association as one of the 50 great thinkers who has influenced the field of management in the past 80 years. *The Wall Street Journal* ranked him as one of the world's top-10 consultants in executive development. He has written 19 books, including *Coaching for Leadership* (Jossey-Bass, 2000).
- **Dave Ulrich**, a professor of business administration at the University of Michigan, who studies how organizations build capabilities of speed, learning, collaboration, accountability, talent, and leadership by leveraging human resources. He has published 12 books and is a fellow in the National Academy of Human Resources and cofounder of the Michigan Human Resource Partnership.
- **David Allen**, an author, lecturer, and founder and president of the David Allen Company, a management consulting, coaching, and training firm. In the last 20 years, he has developed and implemented productivity improvement programs for many Fortune 500 corporations and federal agencies. He has written two books: the international bestseller *Getting Things Done: The Art of Stress-Free Productivity* (Viking, 2001) and *Ready for Anything: 52 Productive Principles for Work and Life* (Viking, 2003).

#### **Scenario A—Following the Great One**

You are replacing a beloved organizational leader who has served in that role for 20 years.

#### **Goldsmith:**

Let's assume that the previous CEO was well regarded. I would involve him or her as the "back-office" coach – by that I mean involve him or her to find out who the key allies are you can work with. Learn the political landscape and learn about the board. Make sure you

adequately communicate respect for this person and his or her achievements. That means you're going out of your way to provide a little bit of recognition for the previous CEOs, so you are building on what they have achieved.

**Ulrich:**

1. Honor the past. Do symbolic events to honor the retiring CEO and hope that she or he will be on stage with you for the transitions.
2. Listen and learn. Talk to a lot of people about what the future will hold and focus on what can be while continually honoring what has been.
3. Get your people on board. Figure out which people will go with you to the future and honorably let the others go. Do *not* have the former CEO on the board.
4. Use symbols. Create symbols and symbolic events that there is a new beginning. This might be as simple as being different from the predecessor (e.g., if she is formal, be less formal or vice versa), but use symbols of change.

**Allen:**

People around you will know that you don't know what you're talking about if you begin hard-charging without being aware of factors that should impact your decisions. In other words, if you come in and suddenly want to start spending money because you think you've got money, but someone knows you don't have money, you're going to be in real trouble getting people on board with you.

Next week: Advice on overcoming the "Dark Side" reputation.