



**SPEAKER  
LEADS  
2012**

## Welcome to the 2012 Edition of Speaker Leads

An extensive resource for ALA Regional and Chapter educational planners and committees, our Speaker Leads provides information on speakers who have spoken at ALA events during 2011 and have been evaluated as **above average** by ALA members attending those presentations. Speakers have been categorized into the following areas:

**Communication & Organizational Management (CM)**  
**Financial Management (FM)**  
**Human Resource Management (HR)**  
**Legal Industry/Business Management (LI)**  
**Operations Management (OM)**

The event where the session took place and the session title of each presentation is noted under **Event/Topic**. **Prefixes** indicate the events as follows:

<b>A</b>	Annual Educational Conference and Exposition – Honolulu, HI
<b>R1</b>	Regions 1 Educational Conference – Mashantucket, CT
<b>R2</b>	Region 2 Educational Conference – Atlanta, GA
<b>R3</b>	Regions 3 Educational Conference – Minneapolis, MN
<b>R4</b>	Region 4 Educational Conference – Denver, CO
<b>R56</b>	Region 5/6 Educational Conference – Anaheim, CA
<b>LFA</b>	Large Firm Principal Administrators Retreat – Miami, FL
<b>IP</b>	Intellectual Property Retreat – Chicago, IL
<b>FIN</b>	Law Firm Financial Management Conference – Chicago, IL

If you are looking for a particular topic or speaker not listed in this publication, please feel free to contact the Professional Development Department at 847.267.1252 for additional leads and assistance. The final page of this list is a Speaker Recommendation Form. If you have recommendations, please fill out this form and if possible attach the speaker's biography. We are always interested in hearing what topics are of interest to our members as well as discovering new speakers to present at our conferences and Webinars. Also while biographical and contact information was valid at the time of posting, content will not be updated on the web or otherwise until the 2013 edition. For up to date web and email information, please contact the speaker directly.

## **COMMUNICATIONS AND GENERAL MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Julie Alexander, CSP	Great Days Presentations	<a href="mailto:julie@juliealexander.com">julie@juliealexander.com</a> 972-240-5717	A- Maximizing Morale: How to Have More Great Days at Work	Julie Alexander, CSP, Julie is a specialist in personal and workplace morale. With more than 20 years of experience as a corporate educator, speaker, and author, she has served clients from a variety of industries, including healthcare, education, government, technology, oil and gas, legal and financial services. Her company Great Days, located in the Dallas area, works with organizations that want positive, productive individuals and teams. Alexander's mission is to develop great people for great results, and she has a passion for helping people learn the skills and cultivate the attitudes necessary to achieve happier, healthier lives and successful business outcomes.
John Amaechi, OBE	Amaechi Performance Systems, LTD	<a href="mailto:peter@amaechiperformance.com">peter@amaechiperformance.com</a> 0-161-215-1174	R56 -- Achieving the Impossible Dream	John Amaechi OBE, Principal of Amaechi Performance Systems, is an organizational consultant and high-performance coach. He is a New York Times best-selling author, a former NBA basketball player and a senior fellow at the Applied Centre for Emotional Literacy, Learning and Research in the United Kingdom. Amaechi has been recognized by the British government and the Queen for his ongoing involvement in charitable work with young people, equality and minorities and for his services to Sport both as a player and since his retirement. He was appointed an "Officer of the Order of the British Empire" (OBE) in June, 2011 as part of the Queen's Birthday Honours List.
Dick Butterfield, MFA	Butterfield Speaks	<a href="mailto:richard@butterfieldspeaks.com">richard@butterfieldspeaks.com</a> 415-824-2232	R56 - Leading the Transformation: Communication - The Action Verb of Law Firm Leadership R56 - Overcoming the Resistance: Difficult Conversations	Dick Butterfield, MFA works coast-to-coast as a communication, presentation and media skills consultant, conducting workshops and coaching. He has more than 15 years of experience with leaders, partners and associates in the legal profession providing strategic messaging assistance, leadership communications coaching, educational workshop design and media trainings. He is the author of Richard Butterfield's Power of Persuasion.

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<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Debbie Curtis, CME/Glenda C. Raley/Beth Thompson	Association of Legal Administrators Ulmer & Berne LLP BigHand, Inc.	<a href="mailto:dcurtis@alanet.org">dcurtis@alanet.org</a> 847-267-1252 <a href="mailto:graley@ulmer.com">graley@ulmer.com</a> (513) 698-5040 <a href="mailto:beth.thompson@bighand.com">beth.thompson@bighand.com</a> (312) 893-5906	A- The Power of (Business) Partnerships	<p>Debbie Curtis, CME, has been employed by the Association of Legal Administrators since 1988. She has also worked at a 75-attorney law firm and in all three branches of state government. Debbie currently serves as the Association's Director of Membership and Business Partner Relations and as staff liaison to its Business Partner Relations Committee and Business Partner Advisory Panel.</p> <p>Glenda Raley is a legal administrator at Ulmer &amp; Berne LLP with over 25 years in the legal profession. She has served in numerous capacities both locally and nationally with ALA to advance visibility of member and business partner relationships. Glenda is currently Vice-Chair of ALA's Business Partner Relations Committee.</p> <p>Beth Thompson, Director of Sales with BigHand Inc., has been working with the legal community since 1992. She has worked in law firm management and as a business partner with several legal specific software companies. She has worked with many law firms, integrating speech technology into their mobile device platforms, creating significant impact on firm overhead costs, workflow and profitability. She is currently serving her second term on the ALA Business Partner Advisory Panel</p>
Jayson L. Dibble, Ph.D.	Department of Communicology University of Hawai'i at Manoa	<a href="mailto:jdibble@hawaii.edu">jdibble@hawaii.edu</a> (808) 956-3320	A- Saying the Hard Things with Aloha	Jayson L. Dibble, Ph.D., Assistant Professor Department of Communicology at the University of Hawai'i at Manoa, specializes in relational communication, particularly within face-to-face settings. His research area includes the diverse fields of interpersonal communication, organizational communication, youth and family communication, and health. His current interest is in the dynamics and communication implications regarding the interpersonal delivery of bad news.
Barry J. Elms	Strategic Negotiations International	<a href="mailto:sndeals@aol.com">sndeals@aol.com</a> (617) 899-7746	R2 - The Art of the Deal - Effective Use of Negotiation Skills	Barry J. Elms is the President of Strategic Negotiations International. He has 20 years of experience as a business coach in the art of negotiations and has given more than 2,000 presentations worldwide. Elms is a frequent ALA speaker who has authored numerous video and audio programs including: "Negotiate Your Way to Success," "Advanced Negotiation Skills," and "The Art of Getting Paid."
David H. Freeman, J.D.	David Freeman Consulting Group, LLC	<a href="mailto:dfreeman@davidfreemanconsulting.com">dfreeman@davidfreemanconsulting.com</a> (949) 715-0819	A- Situational Leadership: Part 1 A- Situational Leadership: Part 2	David Freeman, J.D., a former lawyer from New York, is founder and CEO of the David Freeman Consulting Group. He helps firms, practice groups, and individual lawyers increase their revenue by providing customized revenue-focused leadership training and coaching, business development training and coaching, and goal-focused retreats. With 26 years of experience, Freeman has worked with thousands of lawyers as a coach, consultant, trainer, and certified facilitator in 115 law firms world-wide (including one-fourth of the AmLaw 200).

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<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Lynn Gaertner-Johnson	Syntax Training	<a href="mailto:lynng@syntaxtraining.com">lynng@syntaxtraining.com</a> 206-782-8410	R56 - Better Business Writing	Lynn Gaertner-Johnston, Principal of Syntax Training, has been helping employees and managers write better for more than 20 years. She has led business writing seminars for dozens of companies and organizations, among them Dorsey & Whitney LLP, the King County Prosecuting Attorney's Office, the 2008 Annual ALA Conference and the Puget Sound and Portland ALA chapters.
Steve Gilliland	Steve Gilliland, Inc.	<a href="mailto:amanda@stevegilliland.com">amanda@stevegilliland.com</a> (866) 445-5452	R3 - Enjoy the Ride	Steve Gilliland, Principal of Steve Gilliland, Inc., is one of the most in-demand and top-rated speakers in North America. Less than 10% of the men and women who belong to the International Federation of Professional Speakers hold the distinguished designation of Certified Speaking Professional, and he is one of them. Gilliland has been recognized by Who's Who for speakers and business professionals and has shared the platform with numerous dignitaries and celebrities.
Judith A. Hissong, CLM	Nesso Strategies	<a href="mailto:judy@nessostrategies.com">judy@nessostrategies.com</a> (619) 546-7885	A- Are You Listening? Listening and Communication Skills for Leaders A- Life's a Beach: Om-ing Your Way to Better Health R1 - Implementing Culture Change in the Firm	Judith A. Hissong, CLM, Principal of Nesso Strategies, LLC, partners with law firm professionals for strategic planning, leadership development and executive coaching. As a former ALA member, she's held numerous ALA leadership positions, including Chair of the 2006 Annual Conference Committee. A popular speaker, Hissong speaks frequently at ALA Conferences.
DeWitt Jones	c/o National Speakers Bureau, Attn: Ann Anderson	<a href="mailto:ann@nationalspeakers.com">ann@nationalspeakers.com</a> <a href="mailto:brian@nationalspeakers.com">brian@nationalspeakers.com</a> (847) 281-3573	A- Keynote - Clear Vision	Dewitt Jones is a celebrated speaker with an engaging, genuine style that inspires audiences across the country. He is a top professional photographer, motion picture director, creative marketing guru and author.
Jeffrey Magee, Ph.D, PDM, CSP, CMC	Jeffrey Magee, LLC	<a href="mailto:drjeffspeaks@aol.com">drjeffspeaks@aol.com</a> 406-548-5385	R4 - Performance Execution: Strategies for Increased Effectiveness and Growth	Jeffrey Magee, Ph.D., PDM, CSP, CMC, JeffreyMagee.com, has been called one of today's leading "Leadership & Marketing Strategists" and an "American Business Guru." Working with businesses and individuals whose goals demand increased productivity and profitability, his programs develop leadership, management and sales skills necessary for reaching your next Performance™ level. Magee is a Certified Speaking Professional, a Certified Management Consultant, a Certified Professional Direct Marketer, author of the nationally syndicated column "Leadership," and publisher of Professional Performance Magazine/PERFORMANCE360.
Barbara Nicholas Mencer	Business BreakThrough Institute, LLC	<a href="mailto:Barbara@BusinessBreakThroughInstitute.com">Barbara@BusinessBreakThroughInstitute.com</a> (858) 566-5585	A- Paparazzi at Your Door: React Quickly and Effectively to the Media	Barbara Nichols Mencer is a professional coach and co-founder of Business BreakThrough Institute, LLC, a coaching, training and consulting firm, specializing in helping professionals grow their businesses. Mencer has published numerous articles on business development and is the author of "Making Rain Out of Mist" and "Business Development: 97 Quick & Easy Tips for Lawyers." She is a frequent speaker to professional service groups and law firms.

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Craig Price	Speaker Craig Price	<a href="mailto:craig@speakercraigprice.com">craig@speakercraigprice.com</a> 877-572-7890	R2 - Leading from All Sides R2 - Put Your Conference in Action!	Craig Price, speaker, author and entertainer, has helped some of the most effective and diverse corporate leaders, from multibillion-dollar manufacturers to top universities, around the country find the path to success. His honest and realistic approach allows them to understand how to achieve change and productivity. Price uses his sharp wit, intelligence and straight talk to deliver entertaining, yet informative programs that allow people to believe in themselves under any circumstances. His latest book is Half a Glass: The Realist's Guide.
Jenni Prisk	Prisk Communication	<a href="mailto:jenni@prisk.com">jenni@prisk.com</a> (858) 642-6770	A- Life's A Speech: Make Yours Memorable - Part 1 A- Life's a Speech: Make Yours Memorable - Part 2	Jenni Prisk is an award-winning international motivational speaker, communications coach and trainer, and founder of Prisk Communication. She is the president/founder of Voices of Women, an international educational forum that focuses on global human rights
Victoria Pynchon, J.D.	She Negotiates	<a href="mailto:victoria.pynchon@gmail.com">victoria.pynchon@gmail.com</a> (323) 852-1535	A- Communication in Negotiation: Merging Blue with Pink	Victoria Pynshon, J.D., helps the attorneys with and against whom she once fought, find mutually agreeable ways of resolving disputes that have languished for years (and sometimes decades) in California's state and federal courts. Though Victoria primarily helps lawyers, executives and managers negotiate better deals than they could achieve in a court of law, she also consults privately with women on their specific negotiation challenges.
Stevie Ray	Stevie Ray's Theatre Company	<a href="mailto:stevie@stevierays.org">stevie@stevierays.org</a> (612) 825-1832	R3 - Commanding Without Demanding: Leadership for the Real World	Stevie Ray, Executive Director of Stevie Ray's Improv Company, is a successful businessman, an accomplished entertainer, talented writer, lucky husband, and worn-out stepdad. In addition to leading his company, he is a corporate trainer for Fortune 500 companies and start-ups alike, and has been a keynote speaker for conferences and events nationwide. Stevie is the author of Quick Thinking for Any Situation; Working the Room: Networking for Professionals; What We Laugh At...and Why and Speaking in Public without Sweating in Private.
Arin N. Reeves, J.D., Ph.D.	Nextions	<a href="mailto:arin@nextions.com">arin@nextions.com</a> 312.396.4174	R2 – The Next IQ: Intelligence on Diversity and Inclusion in Law Firms	Arin N. Reeves, J.D., Ph.D., President of the consulting firm, Nextions, has been consulting on leadership and inclusion with law firms, corporations, educational institutions and other organizations for over 15 years. She is the author of the bestselling book, The Next IQ, and has been featured on National Public Radio for her work on leadership inclusion in the legal profession.
Tracy Spears	The Q4 Group	<a href="mailto:tracy.spears@transworldsystems.com">tracy.spears@transworldsystems.com</a> (918) 492-2122	R4 - Why Do People Do What They Do?	Tracy Spears is President of The Q4 Group, founded to provide a better way for the world to communicate. She specializes in developing leaders and teamwork by enhancing personal communication skills that have led to the improvement of both individual and group performance. She is also an accomplished athlete who played in Japan as a member of the United States National Softball Team.

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<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
James M. Wagstaffe, J.D.	Kerr & Wagstaffe, LLP	<a href="mailto:wagstaffe@kerrwagstaffe.com">wagstaffe@kerrwagstaffe.com</a> <a href="mailto:milla@kerrwagstaffe.com">milla@kerrwagstaffe.com</a> (415) 371-5800	A- Distinction, Honor and Integrity in All That You Do	James (Jim) M. Wagstaffe, J.D., partner and co-founder of Kerr & Wagstaffe LLP in San Francisco, handles a diverse range of litigation matters and also leads the firm's successful appellate group. Wagstaffe is recognized as an authority and frequently is consulted by other law firms and clients alike on complicated civil procedure, legal ethics and trial practice issues.
L. Kay Wilson, J.D.	Crumbie Law Group, LLC	<a href="mailto:KWilson@crumbielaw.com">KWilson@crumbielaw.com</a> (860) 559-3733	R1 - Diversity University	Kay Wilson of Crumbie Law Group, LLC, began her career as a trial attorney in the area of employment law. She also served as counsel to the U.S. Postal Service Law Department where she received recognition for her diversity initiatives and numerous awards for her work on such innovative programs as risk management, interpersonal skills, leadership and workplace environment improvement.

## **FINANCIAL MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Kevin T. Ellison	Grant Thornton, LLP	<a href="mailto:kevin.ellison@us.gt.com">kevin.ellison@us.gt.com</a> 630-873-2670	F - Procurement of a Legal Time and Billing System: Success!	Kevin T. Ellison is Director of Procurement for Grant Thornton, LLP in Chicago. He manages three large-scale groups representing National Procurement, US Real Estate and Travel Services. Ellison has extensive experience in the legal supplier industry providing guidance and expertise to law firms in the sourcing and selection of the legal industry's top time and billing systems. He often speaks on Procurement topics to many industries and associations around the US.
Fred J. Esposito, CLM	Meyer Suozzi English & Klein	<a href="mailto:fesposito@msek.com">fesposito@msek.com</a> 516-741-6565	F- Accounts Receivable - Can I Write You a Check? R2 - Electronic Billing - Missing the Train? Get on Board! R2 - Impacting Financial Performance: Key Performance Indicators	Frederick J. Esposito, Jr, CLM, Director of Administration for the Garden City, NY law firm of Meyer, Suozzi, English & Klein, PC, has more than 20 years of law and accounting firm experience. He is a frequent speaker and author of articles on a wide-range of topics, including financial and profitability models. A Certified Legal Manager (CLM)SM since 2006, Esposito is a member of the ALA Certification Committee.
David Flotten, J.D., SPHR	Associated Financial Group	<a href="mailto:david.flotten@associatedfinancialgroup.com">david.flotten@associatedfinancialgroup.com</a> (952) 945-0200	R3 - Financial Impact and Strategic Planning of Health Care Reform	David Flotten, Senior HR Consultant at Associated Financial Group, has been advising employers on human resources and benefits for more than 15years. He works with employers on a wide range of HR compliance and strategic issues, including wage and hour rules, leaves of absence, ERISA, COBRA, HIPAA and other benefits compliance. David regularly presents seminars on leadership skills, coaching and employee benefits.
Susan M. Gamel	Lathrop & Gage LLP	<a href="mailto:gamels@stanfordalumni.org">gamels@stanfordalumni.org</a> (720) 931-3225	R4 - Contract Review Tips for Busy Administrators	Susan M. Gamel is the Chief Operating Officer of Burns, Figa & Will, P.C., overseeing all administrative areas including human resources, technology, accounting, marketing, recruitment, and operations. She has facilitated the negotiation of over 5,000 contracts and is passionate about contract review. Gamel is an active member of the Association of Legal Administrators, and a member of SHRM and the National Contract Management Association.
Ivan L. Hemmans III/Michael A. Steiner, CLM	O'Melveny & Myers, LLP Steiner & Associates	<a href="mailto:ihemmans@omm.com">ihemmans@omm.com</a> (213) 430-7830 <a href="mailto:msteiner@steinerassoc.com">msteiner@steinerassoc.com</a> (808) 221-5955	A- Financial Reports: Let Excel Make You Look Like a Genius	Ivan L. Hemmans III is a User Experience Manager at O'Melveny & Myers LLP. He has extensive experience in information technology and is both a people person and a technology enthusiast. With a background in computer programming and cognitive science from UCLA, Hemmans offers a unique blend of experience and good-natured humor.  Michael Steiner, CLM, is the Principal of Steiner & Associates, a consulting firm specializing in law firm management. He works with law firms of all sizes in Hawaii and on the mainland to provide solutions to day-to-day management issues as well as to review, analyze, design and implement broader strategic initiatives. With more than 20 years of experience as a law firm administrator, Steiner has extensive experience in law firm management including the areas of: administrative management, technology, strategic planning, financial analysis and management, project implementation and management, human resource management, and insurance and benefits.



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Phyllis Klein, AIF, PRP	CAPTRUST Financial Advisors	<a href="mailto:phyllis.klein@captrustadvisors.com">phyllis.klein@captrustadvisors.com</a> (919) 870-6822 x 10249	A- Retirement Plans - True Understanding of the Fee Structure	Phyllis Klein, Senior Director, Consulting Research Group of CAPTRUST Financial Advisors has overall responsibility for retirement plan technical topics, fiduciary issues and strategic relationships with third party service providers. Phyllis is the co-chair for the ASPPA 401(k) Summit for 2011 and has served as an expert witness for the Department of Labor on fiduciary matters.
Daniel Kravitz	Kravitz, Inc.	<a href="mailto:dkravitz@kravitzinc.com">dkravitz@kravitzinc.com</a> (818) 995-6100	A- Beyond the 401(k): Innovative New Strategies for Law Firm Retirement Plans	Daniel Kravitz is president of Kravitz, Inc., the largest independent firm of retirement consultants headquartered in Southern California, specializing in the design and administration of virtually every type of retirement plan. Kravitz oversees all day-to-day operations at Kravitz to ensure that all divisions stay focused on the company's primary goal: extraordinary customer service achieved through leading-edge retirement plan design, excellent client communications and education, and delivery of accurate and timely work products.
Carl A. Leonard, J.D.	George Washington University	<a href="mailto:leonardcarl2@gmail.com">leonardcarl2@gmail.com</a> 831-656-9254	F- Partner Compensation: Are You Worth That?	Carl A. Leonard, JD, Co-Program Director and Adjunct Professor at The George Washington University Master's Program in Law Firm Management, is both an experienced law firm leader and practicing lawyer. He is a former Chairman of Morrison & Foerster and the Founder of The Hildebrandt Institute, dedicated to leadership and skill- development for managing partners and practice leaders. Leonard was named one of the 100 most influential lawyers in America by The National Law Journal.
Alan R. Olson	Altman Weil, Inc.	<a href="mailto:arolson@altmanweil.com">arolson@altmanweil.com</a> (414) 427-5400	A- A Fresh Look at Partner Compensation	Alan Olson is a Principal of Altman Weil, Inc., serving clients from the firm's Midwest office in Milwaukee. He specializes in providing management consulting services to law firms including strategic planning, succession planning, compensation systems, mergers, practice management, professional services marketing, organization design, management effectiveness and implementation strategies.

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<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
John T. Podbielski, Jr.; Panelists - David A. Hicks, Daryl Lawson, Andrea L. Myers and Benjamin Shames	Unquaretti Harris, LLP  CMS Management Solutions Squire Sanders  Miller Johnson  Valorem Law Group, LLC	<a href="mailto:jpodbielski@uhlaw.com">jpodbielski@uhlaw.com</a> 312-977-4885 <a href="mailto:dave.hicks@cms-group.com">dave.hicks@cms-group.com</a> <a href="mailto:daryl.lawson@squiresanders.com">daryl.lawson@squiresanders.com</a> 216-687-3460 <a href="mailto:myersa@millerjohnson.com">myersa@millerjohnson.com</a> 616-831-1924 <a href="mailto:benjamin.shames@valoremllaw.com">benjamin.shames@valoremllaw.com</a> 312-676-5468	F - Billing & Collection: From Private Industry to the Legal Industry	<p><u>John T. Podbielski, Jr.</u>, is the Client Services Manager at Ungaretti &amp; Harris LLP in Chicago where he oversees credit and collections and leads the firm's annual year end collection push. He is a frequent speaker and author on credit and collections for professional service firms and the year-end collection push. Podbielski is the founder and host of the Law Firm Credit &amp; Collections Group's listserv and discussion forum.</p> <p><u>Dave Hicks, J.D.</u>, is Vice President of Consulting Services for CMS Management Solutions. His career has been at the intersection of law and technology, where he currently aims to improve both client satisfaction and law firm profitability. Hicks advocates a common sense approach to law firm enterprise software and financial metrics. His writing has appeared in numerous publications, including the California Regulatory Law Reporter.</p> <p><u>Daryl Lawson</u> is the credit &amp; collections manager for Squire Sanders. He also serves as Chairman for the Law Firm Group Forum hosted through NACM-Midwest Connect (Chicago). His past experience in manufacturing as well as the development and operation of his own company, LEAD, provides Lawson with a great deal of insight into formulation of key initiatives to help better effectuate revenue generation that saves cost and time.</p> <p><u>Andrea L. Myers</u>, Director of Finance and Operations at Miller Johnson, is a key member of the senior executive team. With more than 25 years of experience in industries ranging from transportation to retail to professional services, she manages and oversees the firm's accounting functions and financial reporting in addition to central services and facility management.</p> <p><u>Benjamin Shames</u> is the Director of Operations for Valorem Law Group, LLC, where he manages all aspects of the firm's operations, including Finance, Billing, HR and Technology. Prior to Valorem, he was the Executive Director for Goldberg Kohn for 11 years, Financial Services Manager at Jenner &amp; Block and Controller for the Chicago Office of Baker &amp; McKenzie.</p>
Kevin Pollei	Parsons Behle & Latimer	<a href="mailto:kpollei@parsonsbehle.com">kpollei@parsonsbehle.com</a> (801) 536-6717	R3 - From Client Intake to Collections: Success!	Kevin Pollei is the Chief Operating Officer for Parsons Behle & Latimer in Salt Lake City. He has more than 20 years of experience in the accounting industry with both small and large firms. An active member of ALA, Kevin has served as the President of the Utah Chapter and on the 2008 & 2010 Financial Management Conference Committee.
Dave Roberts, CPA	RBZ, LLP	<a href="mailto:droberts@rbz.com">droberts@rbz.com</a> 310-478-4148	R56 - Financial Security for the Complex Digital Age	David Roberts, CPA, is Managing Partner and Partner-in-Charge of the Law Firm Services Group of RBZ where he and his group have consulted with more than 1,200 law firms on such various law firm issues, including partner compensation arrangements, succession planning, profitability improvement, strategic planning, and mergers and acquisitions. His group also publishes the annual Compensation and Billing Rate Survey of Southern California law firms.

**FINANCIAL MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Ron Seigneur, MBA ASA, CPA/ABV CFF	Seigneur Gustafson LLP	<a href="mailto:ron.seigneur@cpavalue.com">ron.seigneur@cpavalue.com</a> (303) 980-1111 x213	R4 - Knight and Day: Where Have We Been, Where Are We Headed?	Ronald L. Seigneur, MBA, ASA, CPA/ABV CFF is an Adjunct Professor at the University of Denver College of Law where he teaches in the Master of Science in Legal Administration program. He is a fellow of the College of Law Practice Management and a Managing Partner of Seigneur Gustafson LLP in Lakewood, Colorado.
Ron Seigneur, MBA, ASA, CPA/ABV CFF/ Linda R. Taylor	Seigneur Gustafson LLP  Silver & DeBoskey, PC	<a href="mailto:ron.seigneur@cpavalue.com">ron.seigneur@cpavalue.com</a> (303) 980-1111 x213  <a href="mailto:taylorl@s-d.com">taylorl@s-d.com</a> (303) 399-3000	A- The Auditors Are Coming and May Be Coming to You!	Ronald L. Seigneur, MBA, ASA, CPA/ABV CFF is an Adjunct Professor at the University of Denver College of Law where he teaches in the Master of Science in Legal Administration program. He is a fellow of the College of Law Practice Management and a Managing Partner of Seigneur Gustafson LLP in Lakewood, Colorado.
Kristin Stark, MBA	Fairfax Associates	<a href="mailto:Kristin.Stark@FairfaxAssociates.com">Kristin.Stark@FairfaxAssociates.com</a>	R56 - Partner Retirements: Critical Elements of a Strategic Plan	Kristin Stark, MBA, is a Principal at Fairfax Associates based in California where she advises firms on designing lawyer recruitment, development, evaluation, staffing and retention programs in alignment with firm strategy, among other strategic management areas. She has been a Senior Director with Hildebrandt Baker Robbins, a consultant with Deloitte, and a consultant on strategy and operations management projects in the U.S., U.K and Asia.

## **HUMAN RESOURCES MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Sheldon J. Blumling, J.D.	Fisher & Phillips LLP	<a href="mailto:sblumling@laborlawyers.com">sblumling@laborlawyers.com</a> (949) 798-2127	A- Your Prescription for Health-Care Headaches	Sheldon J. Blumling, J.D., is a partner in the Fisher & Phillips Irvine office and a member of the firm's Employee Benefits Practice Group. He advises clients with respect to all aspects of employee benefits and executive compensation, including qualified and nonqualified retirement plans, health and other welfare benefit plans, cafeteria plans, severance plans and equity-based compensation plans. He also advises employers on compliance issues involving the Health Insurance Portability and Accountability Act (HIPAA) and all types of federal and state employment taxes, and he has had extensive experience advising clients on the employee benefits and executive compensation aspects of mergers and acquisitions.
Kyra Cavanaugh	Lifemeets Work	<a href="mailto:kcavanaugh@lifemeetswork.com">kcavanaugh@lifemeetswork.com</a> (888) 462-5691	A- The Complex Law Office: Generations in the Workforce - New Values for the 21st Century  A- The Complex Law Office: The Virtual Law Firm - Manage People You Can't See	Kyra Cavanaugh, President of LifemeetsWork in Park Ridge, IL, works with organizations to start (or often revitalize) workplace flexibility programs. She has consulted, coached and trained human resources and work/life professionals and managers at universities, non-profits, Women's Bureau, U.S. Department of Labor, and corporations such as McDonald's, Bank of America and Sara Lee Corporation.
Pam Chambers	Pam Chambers Consulting	<a href="mailto:speakout@pamchambers.com">speakout@pamchambers.com</a>	A- Get Your Elbows Off the Conference Table! Business Etiquette	Pam Chambers is known as Hawaii's Presentation Coach. Since 1985, she has helped thousands of people become better communicators — whether they speak to one person, to small groups, or to large audiences. Pam is the author of Speak for Yourself, Stand & Deliver, and Life is a Presentation. Her latest book, Public Speaking Made Easy, made the bestseller list in Hawaii. She was named by Honolulu Magazine as one of Hawaii's 10 Most Admired Women.
Michael S. Cohen, J.D.	Duane Morris LLP	<a href="mailto:mcohen@duanemorris.com">mcohen@duanemorris.com</a> (215) 979-1882	R1 - Dear Helga: You're Never Going to Believe What My Employee Did... R2 - The Landscape Has Changed: Background Checks In Light of Recent Legal Changes R3 - What's Your Site: The Use of Social Media in the Hiring Process	Michael S. Cohen is a partner at Duane Morris LLP in Philadelphia in the firm's Employment Services Practice Group. A highly-rated ALA speaker, he has trained and counseled employees throughout the country on employment subjects, including harassment prevention, diversity, discipline, hiring, firing, recruiting, performance evaluations and compliance.

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Myra K. Creighton, J.D.	Fisher & Phillips	<a href="mailto:mcreighton@laborlawyers.com">mcreighton@laborlawyers.com</a> (404) 240-4285	R2 - Substance Abuse and the ADA	Myra K. Creighton is a partner at Fisher & Phillips LLP where her practice in labor and employment law is focused on litigating and counseling clients concerning issues under the Titles I and III of the Americans with Disabilities Act, Family and Medical Leave Act, and sexual harassment. She routinely presents seminars and does training concerning the ADA, FMLA, and sexual harassment for employers. Myra is also the author of the chapter entitled "Mental Disabilities Under the Americans with Disabilities Act" in the treatise, <i>Mental and Emotional Injuries in Employment Litigation</i> .
Pamela Cunningham	Executive Office on Aging	<a href="mailto:pamela.cunningham@doh.hawaii.gov">pamela.cunningham@doh.hawaii.gov</a> (808) 586-4797	A- Getting from Part A to Part B: Connect the Dots of Social Security and Medicare	Pamela Cunningham is Director of the Sage PLUS Program/Hawaii State Health Insurance Assistance Program (SHIP), a volunteer based Medicare counseling program available in 50 States and 4 Territories. Pamela has been the Director of the Hawaii SHIP for more than 10 years, with more than 20 years of experience in various aging-related fields.
Margaret (Molly) M. DiBianca, J.D.	Young Conaway Stargatt & Taylor, LLP	<a href="mailto:mdibianca@ycst.com">mdibianca@ycst.com</a> (302) 571-5008	R1 - Twitterpatted: Social Media Policies for Law Firms	Molly DiBianca with Young Conaway in Wilmington, Delaware, represents employers in a variety of industries in employment rights claims, discrimination matters and equal employment disputes. She also presents customized training to managers and executives and teaches best employment practices to human resource professionals, executives and in-house counsel.
Denise Eaves, LCSW, CEAP	Denise Eaves and Associates	<a href="mailto:denise.eaves1@gmail.com">denise.eaves1@gmail.com</a> (847) 637-5239	R56 - Reasonable Suspicion - How to Identify Impaired Performance	Denise Eaves LCSW, CEAP consults with Ad Hoc Consulting, labor relations specialists and with Risk Advisory Associates, a security and investigation firm. An enthusiastic presenter with expertise in Harassment, Diversity, Reasonable Suspicion, Impaired Performance, Team Building, Conflict Resolution and workplace dynamics, Eaves' focus is the here-and-now, avoiding psycho-babble and interpretation.
Gary M. Farkas, Ph.D., MBA, CSAC	Gary Farkas.Com	<a href="mailto:gary@garyfarkas.com">gary@garyfarkas.com</a> (808) 521-2433	A- Raising the Bar or Going to the Bar? Alcohol and Prescription Drug Abuse	Gary M. Farkas, Ph.D., M.B.A., CSAC, is a clinical and forensic psychologist and certified substance abuse professional. He consults with private businesses and public agencies on workplace violence and other human resource management areas of concern. A former police officer and police psychologist, Farkas testifies on issues related to violence prediction, dangerousness, and mental status issues in personal injury cases
Shari Harley, M.A.	Candid Culture	<a href="mailto:shari@shariharley.com">shari@shariharley.com</a> (303) 863-0948	R3 - Avoid the Quit and Stay Phenomenon	Shari Harley runs Candid Culture, a training and consulting firm focused on making it safe to tell the truth at work. Shari taught leadership development at the University of Denver, is the author of the book <i>How to Say Anything to Anyone</i> and speaks and trains throughout the U.S. and in India, Singapore, Thailand, Malaysia, Dubai and Australia.

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Laura Hazen	Ireland, Stapleton, Pryor & Pascoe, PC	<a href="mailto:lhazen@irelandstapleton.com">lhazen@irelandstapleton.com</a> 303-628-3626	R4 - How to Conduct Workplace Investigations	Laura Hazen, J.D., Director, Ireland Stapleton Pryor & Pascoe, PC, sits on the firm's Executive Committee. She provides day-to-day advice to public and private companies on allegations of employment discrimination, non-compete agreements, and other labor and employment matters. She also provides training on issues such as diversity, management strategies, electronic document management and sexual harassment.
Diane L. Katz, Ph.D.	The Working Circle	<a href="mailto:dkcircle@me.com">dkcircle@me.com</a> (520) 275-3112	A- Win at Work? The Everybody Wins Approach to Conflict Resolution	Diane Katz, Ph.D., President of The Working Circle®, has worked with organizations of all kinds and sizes across the U.S. She brings insight, humor, intelligence and a passion for helping organizations and their employees function exquisitely well together. In business in Tucson, AZ, since 1995, she has consulting clients nationwide and speaks at conferences across the country.
Jeffrey Mangrum / Link Christin, M.A., J.D., L.A.D.C.	Hazelden	<a href="mailto:jmangrum@hazelden.org">jmangrum@hazelden.org</a> <a href="mailto:lchristin@hazelden.org">lchristin@hazelden.org</a> (651) 213-4200	R3 - Substance Abuse: The Hero's Journey	<p>Jeff Mangrum, Business Development Director Central Region of the Hazelden Foundation, is a playwright, director and Founder of SST (Sane and Sober Theatre) Communications, which develops informative professional development programs delivered in an innovative, entertaining format. Jeff has given more than 6,000 presentations on numerous topics including substance abuse and addiction in the workplace.</p> <p>Link Christin is Director of Hazelden's Legal Professionals Program in Center City, Minnesota. He completed his Master's in Addiction Counseling at the Hazelden Graduate School of Addiction Studies in August 2010 and subsequently received his L.A.D.C. license. Before entering the field of addiction treatment, Link was a civil trial lawyer for more than 25 years and partner in two law firms in Pittsburgh.</p>
Victor A. Maurer	Association of Legal Administrators	<a href="mailto:vmaurer@alanet.org">vmaurer@alanet.org</a> 847-267-1352	R56 - Diversity and Inclusion: 60 Tips in 75 Minutes	Victor A. Maurer is Marketing Specialist and Staff Liaison to the Committee on Diversity and Inclusion at the Association of Legal Administrators. With more than nine years of experience, he was Director of Racial, Ethnic and Progressive Affairs for the 14,000 member student association at Michigan State University. Maurer currently helps members of the legal management team develop strategies to manage and leverage difference at their workplaces.
Kathryn Scourby	Hunton & Williams, LLP	<a href="mailto:kscourby@hunton.com">kscourby@hunton.com</a> (804) 788-8490	R1 -It Wouldn't Happen at My Firm! Workplace Violence on Your Doorstep	Kathy Scourby is the Business Continuity Manager at Hunton & Williams, LLP. She served on the ALA Board of Directors as the Region 2 Director from 2004-2008, and is currently a trustee for the Foundation of the Association of Legal Administrators. Kathy is a frequent speaker at ALA conferences and local chapters on disaster recovery, business continuity and risk management issues.

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Rachel Schaming	Radiology, Ltd.	<a href="mailto:rachel.schaming@radltd.com">rachel.schaming@radltd.com</a> (520) 795-2889 X1471	A- Bullying - It Ain't Just Kids' Stuff	Rachel Schaming, ALA Past President, is the Director of Human Resources for Radiology, Ltd., a 500-employee medical entity in Tucson, AZ. Schaming has more than 25 years of human resources experience in law firm administration. She teaches conflict resolution, change
Kristine A. Sexter	Kristine Sexter LLC	<a href="mailto:kristine@kristinesexter.com">kristine@kristinesexter.com</a> 918-361-3000	R2 & 4 - The Modern Interview: Top Six Interview Questions R4 - Top Approaches for Maximizing the Value of Your Staff	Kristine A. Sexter, Principal of KristineSexter.com LLC, is an industrial and organizational consultant who has devoted more than 22 years to studying success and professional commitment. With an extensive background in recruiting, developing, and retaining top talent, she is a professional speaker, consultant and columnist. She is the author of six books, including Rolling Out the Recognition: Employee Retention Strategies for Manufacturers.
Paul Shaheen, RHU, REBC / Mike Wojcik, CLU, CGP	The Horton Group	<a href="mailto:paul.shaheen@thehortongroup.com">paul.shaheen@thehortongroup.com</a> 312-917-8623 <a href="mailto:mike.wojcik@thehortongroup.com">mike.wojcik@thehortongroup.com</a> 312-917-8623	F- Health Care Update and Costs: An Actuarial Evaluation	Paul Shaheen, RHU, REBC, is a Vice-President of The Horton Group in Chicago. He has been a member of the Horton team for more than 20 years and is the chair of Horton's Law Professionals Practice, dedicated to helping mid-to large-sized law firms achieve success in employee health and wellness planning. He has a passion for helping law firms keep their employees healthy and productive, while making sure they have the right coverage at all times. Shaheen has served on numerous insurance carrier advisory boards.  Mike Wojcik, CLU, CFP, is a Senior Vice-President at The Horton Group, Inc. in Chicago. He has more than 30 years of experience in employee benefit planning and is one of the founding principles of Horton Benefit Solutions. He has immersed himself not only in keeping ahead of the curve in terms of employee benefits and analytics, but also on the legislative front, going all the way back to health care reform's formative days. Wojcik serves on numerous advisory boards of national insurance carriers and industry government relations committees
Peyton Smith, J.D.	Winstead PC	<a href="mailto:psmith@winstead.com">psmith@winstead.com</a> (512) 370-2809	A- Today's HR Mistakes - Tomorrow's Disasters	Peyton N. Smith, J.D., Shareholder and Firm-wide Lateral Hiring Shareholder of Winstead PC in Austin, TX, has more than 20 years of experience representing clients in employment law and civil litigation. He has extensive employment, healthcare and personal injury litigation experience and has appeared in a variety of state and federal courts, both in Texas, Arkansas and Louisiana. Smith has handled lawsuits in a number of substantive areas including nonsubscription, wrongful discharge, sexual harassment, discrimination, and more.

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Frank Van Nostrand	Social Security Administration	<a href="mailto:frank.van.nostrand@ssa.gov">frank.van.nostrand@ssa.gov</a> 888-452-7964 x24305	R56 - Demystifying Social Security	Frank Van Nostrand has been the Public Affairs Specialist for Social Security in Orange County for 14 years, and is in his 39th year working for Social Security. Prior to his current assignment, he was the manager of the Laguna Niguel and Newport Beach offices, worked in technical and management positions in Orange County and worked as a Claims Examiner in Social Security's Western Program Service Center in Richmond, California.
Sarah O. Wang, J.D.	Marr Jones & Wang	<a href="mailto:swang@marrjones.com">swang@marrjones.com</a> (808) 536-4900	A- Religion in the Workplace: Managing the Issues	Sarah O. Wang, J.D., Partner at Marr Jones & Wang, has considerable experience in both employment litigation and training employers to better manage their workforce. Sarah also devotes a substantial amount of her practice in training and advising employers and their supervisory employees to manage personnel issues and to comply with various employment laws. Sarah has been selected for inclusion in the 12th Edition of The Best Lawyers in America and she has been listed in the Chambers USA directory, America's Leading Lawyers for Business, since 2004.



## **LEGAL INDUSTRY**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Robert D. Brownstone, Esq.	Fenwick & West LLP	<a href="mailto:rbrownstone@fenwick.com">rbrownstone@fenwick.com</a> (650) 335-7912	A- Taming the eDiscovery Beast: People, Platforms and Protocols	Robert D. Brownstone, J.D., with Fenwick and West LLP, in Mountain View, CA, advises clients on electronic discovery, electronic information management, retention/destruction policies and protocols, information-security and privacy. He also collaborates with clients as to computer solutions enabling compliance with legal obligations. A nationwide speaker and writer on many law and technology issues, Brownstone is frequently quoted in the press as an expert on electronic information
Ross Fishman	Fishman Marketing, Inc.	<a href="mailto:ross@fishmanmarketing.com">ross@fishmanmarketing.com</a> (847) 432-3546	R3 - From Hammers to Hand Grenades: The Crazy History of Law Firm Marketing Ethics	Ross Fishman, CEO of Fishman Marketing, helps law firms develop powerful websites and effective marketing materials. He also focuses on marketing training, retreats, and CLE; strategic marketing planning; and branding, differentiation, and positioning. Ross was the first inductee into the Legal Marketing Association's Hall of Fame, and is a five-time winner of the association's grand prize, the "Best of Show."
Judith Hissong, CLM; Panelist(s): Patricia Groff, CLM; Douglas Swayne	Nesso Strategies LLC Butz Dunn & DeSantis Kilmer Voorhees & Laurick, PC	<a href="mailto:judy@nessostrategies.com">judy@nessostrategies.com</a> (619) 546-7885 <a href="mailto:plgroff@butzdunn.com">plgroff@butzdunn.com</a> 619-233-4777 <a href="mailto:dswayne@kilmerlaw.com">dswayne@kilmerlaw.com</a> 503-224-0055	R56 - It's a Small Firm After All ...Creating a Blueprint for Success	<p>Judith A. Hissong, CLM, Principal of Nesso Strategies, LLC, partners with law firm professionals to facilitate retreats, build strategic plans, develop communication and conflict skills, and executive coaching. As a former ALA member, she's held numerous ALA leadership positions, including Chair of the 2006 Annual Conference Committee. A popular speaker, Hissong speaks frequently at ALA conferences.</p> <p>Patricia L. Groff, CLM, Director of Administration for Butz Dunn &amp; DeSantis in San Diego, is a Past ALA President. She is a frequent speaker on topics related to legal administration, crisis communication planning, ethics and teambuilding, as well as other areas. Groff has been an instructor at the University of California, San Diego (UCSD) Extension, teaching legal ethics and risk management, and is a member of the UCSD Extension Paralegal Advisory Board.</p> <p>Douglas H. Swayne is the Firm Administrator of Kilmer Voorhees &amp; Laurick, PC in Portland. He has served in the legal industry for 20 years including serving on the ALA Oregon Chapter board of directors since 2006. He has been a speaker for several organizations including the Washington State Bar Association and has been a regular contributor to the Oregon Chapter's magazine, Legal Management News.</p>

## **LEGAL INDUSTRY**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Ari Kaplan	Ari Kaplan Advisors	<a href="mailto:ari@arikaplanadvisors.com">ari@arikaplanadvisors.com</a> 646-641-0600	F- Collaborate, Create, Lead and Succeed	Ari Kaplan, Ari Kaplan Advisors, New York, spent nearly nine years practicing with large law firms in Manhattan. The New York Law Journal called Ari Kaplan's first book, The Opportunity Maker, a "must-have treasure box of marketing ideas," and CEOs have described his new book, Reinventing Professional Services, as "an essential guide" that "expertly showcases the multitude of opportunities the digital age has brought to the professional services market." Recently named to the Fastcase 50 list of innovators in the law, he has become the go-to copywriter and industry analyst in the legal community.
Mark Korf	Thomson West	<a href="mailto:mark.korf@thomsonreuters.com">mark.korf@thomsonreuters.com</a> (651) 687-5192	A- Mentoring: New Models for Developing the Next Generation of Lawyers	Mark Korf is the Director of New Lawyer Development with West Professional Development, a Thomson Reuters business, which provides such products as West LegalEdcenter, Federal Publication Seminars, and Beyond the Bar. Korf is a founding member of the National Legal Mentoring Consortium and currently a member of their Executive Committee. He is also a member of the Minnesota State Bar Association's Committee36, a new program to provide recent graduates with resources and 1:1 support from a coach who is a member of the MSBA.
Jeremy R. Kriegel / Sandip H. Patel	Marshall, Gerstein, Borun	<a href="mailto:jkriegel@marshallip.com">jkriegel@marshallip.com</a> 312-474-9561 <a href="mailto:spatel@marshallip.com">spatel@marshallip.com</a> 312-474-9562	IP - The America Invents Act	Jeremy R. Kriegel, patent attorney and partner at Marshall, Gerstein & Borun in Chicago, Illinois, prepares and prosecutes U.S. and foreign patents in a wide range of mechanical technologies. Kriegel authored a series of articles on the AIA and submitted comments to the U.S. Patent and Trademark Office proposing changes to its rules to implement the AIA.  Sandip H. Patel, patent attorney and partner at Marshall, Gerstein & Borun in Chicago, Illinois, has prepared and prosecuted patent applications. He has also served as counsel in numerous contested proceedings in the U.S. Patent and Trademark Office and in associated appeals, and as counsel in a number of patent cases in the federal courts.
Lori Mays	Ritman Associates, Inc.	<a href="mailto:lmays@ritmanassoc.com">lmays@ritmanassoc.com</a> 317.770.3000	R2 - Professional Liability: Contracts and Terms	Lori Mays joined Ritman & Associates in March 2001 as a customer service representative and has since become licensed and the Executive Sales Assistant while growing her client base. She is licensed in Indiana, Illinois, Kentucky and Ohio. Before joining Ritman, Mays served in the U.S. Air Force from 1990 to 1999 as a computer programmer. She has degrees from the Community College of the Air Force and Ivy Tech.

## **LEGAL INDUSTRY**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Dana C. Moore	Foley & Lardner, LLP	<a href="mailto:dcmoore@foley.com">dcmoore@foley.com</a> (312) 832-4327	A- Managing Electronic Records: What Does It Take?	Dana C. Moore is the Records & Information Compliance Manager for Foley & Lardner, LLP. She has worked in records management for more than 20 years and has expertise in records management systems solutions, RIM legal compliance issues, and protocols and processes associated with electronic record keeping and the migration of electronically stored information ("ESI"). Moore is a frequent speaker at ALA conferences.
Michael Moore	Moore's Law	<a href="mailto:mmoore@moores-law.com">mmoore@moores-law.com</a> 414-467-5983	F- Succession Planning: What Got Them Here Won't Get Them There	Michael Moore, JD, founder of Moore's Law, helps lawyers achieve professional success. He also helps law firms achieve strategic, organizational and resource optimization. Moore specializes in proven methods to increase both associate and partner productivity, improve client development and increase profits.
Linda M. Novosel; Panelist(s): Christopher Ende, J.D.; Ann Morrell	Crowell & Moring, LLP  Goodwin Procter LLP  Crowell & Moring, LLP	<a href="mailto:lnovosel@mckennalong.com">lnovosel@mckennalong.com</a> (202) 496-7191 <a href="mailto:cende@goodwinprocter.com">cende@goodwinprocter.com</a> (617) 570-8193 <a href="mailto:amorrell@crowell.com">amorrell@crowell.com</a> (202) 508-8983	R1 - Lessons Learned: Implementing Legal Project Management	<p>Moderator: Linda Novosel, Practice Group Director for the Litigation Department at McKenna, Long and Aldridge, is a law firm executive and change agent with more than 20 years of experience working in the legal industry. In addition to overseeing all business operations of a 300-lawyer department, she is responsible for the firm-wide implementation and management of legal project management at McKenna.</p> <p>Christopher Ende is the Senior Manager of Project Management and Pricing at Goodwin Procter. In this role, he counsels and supports all of the firm's attorneys in developing, managing, and monitoring budgets and alternative fee arrangements. Christopher also provides training to attorneys on effective legal project management and client communications relating to pricing and matter management.</p> <p>Ann K. Morrell, Director of Project Management and Process Improvement at Crowell &amp; Moring, LLP at its Washington, D.C. office, has worked with the firm's executive management leaders in developing and implementing a legal project management program. The firm developed and launched its training in 2011 without outside consultant assistance, training over 400 timekeepers.</p>
Sheri Palomaki	Sutherland Asbill & Brennan, LLP	<a href="mailto:Sheri.Palomaki@sutherland.com">Sheri.Palomaki@sutherland.com</a> (202) 383-0100	R1 - How Legal Project Management Can Positively Impact Client Service (and the Bottom Line!)	Sheri Palomaki is currently the Director of Practice Management at Sutherland Asbill & Brennan. She oversees the firm's legal project management (LPM) initiative; group and individual strategic planning; lateral integration; and practice group financial management. Sheri developed and implemented the firm's strategy and approach to LPM and trained internal and client teams in LPM best practices.

## **LEGAL INDUSTRY**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
John Remsen	The Remsen Group	<a href="mailto:jremsen@theremsengroup.com">jremsen@theremsengroup.com</a> 404-885-9100	F- How to Measure and Maximize Your Marketing ROI	John Remsen, Jr., President, TheRemsenGroup, works exclusively with law firms to help them develop long-term marketing strategies and implement proven, cost-effective business development programs. Since 1997, he has worked with thousands of lawyers and more than 225 law firms, most of which are mid-size commercial law firms, ranging in size from 15 to 200 lawyers.
Kathryn N. Scourby	Hunton & Williams, LLP	<a href="mailto:kscourby@hunton.com">kscourby@hunton.com</a> (804) 788-8490	R3 - Testing Emergency and Business Continuity Plans: Best Practices for Law Firms	Kathy Scourby is the Business Continuity Manager at Hunton & Williams, LLP. She is a frequent speaker at ALA conferences and local chapters on disaster recovery, business continuity and risk management issues. Kathy is currently a trustee of the Foundation of the Association of Legal Administrators
Sally Schmidt, MBA	Schmidt Marketing, Inc.	<a href="mailto:sallyschmidt@schmidt-marketing.com">sallyschmidt@schmidt-marketing.com</a> (952) 767-0115	A- Marketing & Business Development: Make Your Mark Without Busting the Budget A- ERM, CRM, OMG! Making Sense of Electronic Marketing Mania	Sally Schmidt is President of Schmidt Marketing, Inc. in Edina, MN, which offers marketing services to law firms. She was a founder and the first President of the Legal Marketing Association (LMA). In 1994, she was inducted as a Fellow into the inaugural class of the College of Law Practice Management. Schmidt was also inducted into the LMA first Hall of Fame in 2007 and is the recipient of its Lifetime Achievement Award.
Michael Short	LawVision Group LLC	<a href="mailto:mshort@lawvisiongroup.com">mshort@lawvisiongroup.com</a> (202) 471-4004	A- Legal Industry Trends: Downturn, Upturn, Which Way Do I Turn?	Michael D. Short, Consultant for Hildebrandt Baker Robbins, counsels law firms and other professional service firms around the world on financial, management and strategic issues. He is a regular presenter and writer on these topics and has a monthly column in the Canadian law firm magazine Lexpert. Over the course of his career Short has worked with well over 500 law firms.
Michael D. Short / Evan Tepper	LawVision Group Thomson Reuters	<a href="mailto:mshort@lawvisiongroup.com">mshort@lawvisiongroup.com</a> 202-756-1381 <a href="mailto:evan.tepper@thomsonreuters.com">evan.tepper@thomsonreuters.com</a> 651-687-4268	IP - Legal Trends in Intellectual Property Law	Michael D. Short, a Principal with The LawVision Group, counsels law firms and other professional service firms around the world on strategic, management, financial, governance and compensation issues. He is a regular consultant, presenter and writer on these topics. Over the course of his career, he has worked with more than 600 law firms of all sizes and locations around the world.  Evan is a Consultant with special focus on the digital benchmarking platform, Peer Monitor. In this capacity, Evan routinely advises clients on law firm financial and operational performance, including rate and realization issues, practice area performance, expense management, and firm and industry economics. In addition to Evan's client-facing role, he is responsible for overall client management and program innovation and execution. Prior to joining Thomson Reuters, Evan worked for a national consulting organization focusing on health care provider revenue stream optimization.

**LEGAL INDUSTRY**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Pamela Woldow, J.D.	Edge International	<a href="mailto:pwoldow@edge-international.com">pwoldow@edge-international.com</a> 610-660-9550	R1 - Legal Project Management: Unprecedented Opportunities and Current Challenges	Pam Woldow, General Counsel of Edge International, provides advice to law firms and chief legal officers worldwide on effective management of legal matters. She has particular expertise on alternative fee arrangements, requests for proposals, legal project management and other cost management techniques and initiatives.

## **OFFICE OPERATIONS MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Terry Aunit	Savvy Training & Consulting	<a href="mailto:terry@savvytraining.com">terry@savvytraining.com</a> (928) 753-9592	A - Software Tune-up: Adobe Acrobat - Beyond Litigation-OM36	Terry Aunit is the SavvySMARTSM Content Manager for Savvy Training Consulting in Kingman, AZ. She spent more than 25 years working in fast-paced, high-end document processing positions in professional services firms. Aunit ultimately managed a staff of approximately 30 word processors covering a 24/7 center for a major California law firm. After moving to Arizona, she was appointed to serve as a Justice of the Peace Pro Tempore and spent 4 years on the bench performing the duties of the elected judges in their absence.
Kenneth P. Baker	Gensler	<a href="mailto:kenneth_baker@gensler.com">kenneth_baker@gensler.com</a> 202-721-5336	R4 - Creating Value Through Transformational Redesign	Kenneth P. Baker, Co-Managing Principal at Gensler's Washington, D.C. office, has created more than 10 million square feet of law firm space. He has more than 30 years of experience, spanning new designs in raw space to renovations-in-place for offices ranging in size from 5,000 square feet to as large as 800,000 square feet.
Susan I. Bonner / Linda E. Quindt, CLM	Liebert Cassidy Whitmore Marks, Finch, Thornton, Baird, LLP	<a href="mailto:sbonner@lcwlegal.com">sbonner@lcwlegal.com</a> 415-512-3000 <a href="mailto:lquindt@mftb.com">lquindt@mftb.com</a> 858-737-3100	R56 - Take the Paper(less) Challenge	<u>Susan I. Bonner</u> is the Office Administrator at Liebert Cassidy Whitmore's San Francisco office. In 2010 her firm took their 70-attorney, four office firm to a paperLESS environment. As a member of the firm's management team, she is a member of the strategic planning committee. Bonner is a recent Past President of the ALA Golden Gate Chapter and the current Region 6 Education Officer. <u>Linda E. Quindt</u> , CLM, is the Firm Administrator at Marks, Finch, Thornton & Baird, LLP in San Diego. In 2010, she took her 30-attorney firm to a paperLESS environment. She has worked for the past 20 years managing small to large firms with the emphasis on efficiency and people skills. Quindt served as the 2006-07 President of the ALA San Diego Chapter, and on the 2012 Annual Conference Planning Committee.
Robert Brownstone, Esq.	Fenwick & West LLP	<a href="mailto:rbrownstone@fenwick.com">rbrownstone@fenwick.com</a> (650) 335-7912	A- Technology Update - It's All Geek to Me: Ethical, Secure Protection of Your Clients' & Your Firm's Electronic Information	Robert D. Brownstone, J.D., with Fenwick and West LLP, in Mountain View, CA, advises clients on electronic discovery, electronic information management, retention/destruction policies and protocols, information-security and privacy. He also collaborates with clients as to computer solutions enabling compliance with legal obligations. A nationwide speaker and writer on many law and technology issues, Brownstone is frequently quoted in the press as an expert on electronic information.
Elizabeth K. Cooper, J.D.	Jones Lang LaSalle	<a href="mailto:elizabeth.cooper@am.jll.com">elizabeth.cooper@am.jll.com</a> (202) 719-6195	A- Negotiate the Lease: Maneuver the Maze of Real Estate Options	Elizabeth K. Cooper, J.D., is an International Director for Jones Lang LaSalle, Brokerage, Inc. She co-chairs the company's Law Firm Group and leads the Mid-Atlantic Strategic Transaction Service Group. Prior to joining Jones Lang LaSalle, Elizabeth practiced law for nearly 10 years at Covington & Burling in Washington, D.C. In addition to her real estate practice at Covington, she assisted the firm with respect to its real estate needs, as one of the lawyers tapped to handle all real estate related matters.

## **OFFICE OPERATIONS MANAGEMENT**

<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Elizabeth K. Cooper, J.D. and Christopher C. Murray III, AIA, LEED, AP	Jones Lang LaSalle	<a href="mailto:elizabeth.cooper@am.jll.com">elizabeth.cooper@am.jll.com</a> (202) 719-6195 <a href="mailto:chris.murray@am.jll.com">chris.murray@am.jll.com</a> (202) 719-5010	A – Expand Beyond Your Borders: Traverse New Frontiers – Foreign Office Logistics	<p>Elizabeth K. Cooper, J.D., is an International Director for Jones Lang LaSalle, Brokerage, Inc. She co-chairs the company's Law Firm Group and leads the Mid-Atlantic Strategic Transaction Service Group. Prior to joining Jones Lang LaSalle, Elizabeth practiced law for nearly 10 years at Covington &amp; Burling in Washington, D.C. In addition to her real estate practice at Covington, she assisted the firm with respect to its real estate needs, as one of the lawyers tapped to handle all real estate related matters.</p> <p>Chris Murray is a Managing Director in the Law Firm Practice Group of Jones Lange LaSalle, a financial and professional services firm specializing in real estate services and investment management. He has worked with more than 330 law firms in 78 cities in 16 countries totaling over 24 million square feet in the last 32 years. Before joining Jones Lange LaSalle, Chris led the law firm practice at Gensler.</p>
Debbie Foster	Affinity Consulting Group, LLC	<a href="mailto:dfoster@affinityconsulting.com">dfoster@affinityconsulting.com</a> (727) 544-5400	R1 - Leveraging Technology for Small Firms R2 - Leveraging the Power of Outlook	Debbie Foster is a partner with the Affinity Consulting Group where she specializes in advising firms on issues related to practice management and finance. She is a frequent speaker for state and local bar associations as well as other groups working with legal professionals. Debbie was the Chair of ABA TECHSHOW 2010 presented by the ABA Law Practice Management Section.
Phillip Hampton/William T. Ramsey, J.D.	LogicForce Consulting, LLC Neal & Harwell, PLC	<a href="mailto:phampton@logicforce.com">phampton@logicforce.com</a> (615) 238-3539 <a href="mailto:ramseywt@nealharwell.com">ramseywt@nealharwell.com</a> (615) 244-1713	A- 60 Apps and 30 Devices in 90 Minutes	<p>Phillip Hampton is the Founder and President of LogicForce Consulting, LLC, a legal-technology consulting firm in Nashville. He has more than 20 years of experience in information technology. Hampton is a computer forensic expert, practice management specialist, litigation technologist and frequent speaker on the use of technology in the practice of law.</p> <p>William T. Ramsey, J.D., Partner, Neal &amp; Harwell in Nashville, is responsible for the firm's computer, telecommunications and technical equipment in addition to his practice on complex civil and criminal litigation. Ramsey has lectured extensively on the use of technology and the impact of the Internet on litigation and the practice of law in general.</p>
Sally Hatchett	Ropes & Gray LLP	<a href="mailto:sally.hatchett@ropesgray.com">sally.hatchett@ropesgray.com</a> (415) 315-6335	A- Building Blocks to Project ManagementOM31	Sally Hatchett, Regional Office Administrator for Ropes & Gray LLP, works in California and Asia. A trained and experienced project manager, she has held IT, Project Management and Office Administration law firm positions. Hatched is a frequent speaker on project management and process improvement at ALA local and Regional meetings. She has also chaired the Project Management Track at the ILTA national conference.

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<b>Speaker</b>	<b>Company/Firm</b>	<b>Contact</b>	<b>Event/Topic</b>	<b>Speaker Information</b>
Ivan Hemmans III	O'Melveny & Myers, LLP	<a href="mailto:ihemmans@omm.com">ihemmans@omm.com</a> (213) 430-7830	F- 60 Tips in 75 Minutes R4 - Mobile Device Invasion: The Battle for Control	Ivan L. Hemmans III is a User Experience Manager at O'Melveny & Myers LLP. He has extensive experience in information technology and is both a people person and a technology enthusiast. With a background in computer programming and cognitive science from UCLA, Hemmans offers a unique blend of experience and good-natured humor.
Bill Lyons, IIDA, LEED AP	Gensler	<a href="mailto:bill_lyons@gensler.com">bill_lyons@gensler.com</a> 612-215-6174	R3 - Lost in (Office) Space: A Better Business Strategy	Bill Lyons, Managing Director of Gensler's Minneapolis office, has more than 18 years of experience in interior architecture, design, innovation and strategy. Bill's commitment to excellence in design has been recognized through numerous honors and awards, including multiple first-place finishes in both the International Interior Design Association (IIDA) Awards and the American Society of Interior Designers' (ASID) Minnesota Chapter Awards.
David Neesen, CIO	Greenberg Glusker LLP	<a href="mailto:dneesen@greenbergglusker.com">dneesen@greenbergglusker.com</a> 310-201-7421	R56 - Integrating iPads, iPhones and Tablets into the Law Firm	David Neesen, CIO is the Chief Information Officer at Greenberg Glusker, LLP where he specializes in all aspects of network design and implementation, remote access solutions, security and IT management. He is responsible for the operational management of the firm's technology resources, including implementing a disaster recovery and business continuity plan.
Ben M. Schorr	Roland Schorr & Tower	<a href="mailto:bens@rolandschorr.com">bens@rolandschorr.com</a> (808) 782-6033	A- Software Tune-Up: Microsoft Office Tips & Tricks for Law Firms	Ben Schorr is Chief Executive Officer at Roland Schorr. He has spent the last 20 years helping businesses get the most out of technology. After six and a half years running Watson/Schorr Consulting in Los Angeles, he came to Hawaii and enjoyed eight years as the IT Director of Damon Key Leong Kupchak Hastert, a large Honolulu law firm. Named by the Pacific Technology Foundation as one of the Top 50 Technology Leaders in Hawaii, he is an author, columnist, and frequently requested speaker on topics from technology to communications to business.
Cristie Street	Nextrio, LLC	<a href="mailto:cbs@nextrio.com">cbs@nextrio.com</a> (520) 545-7110	A- Technology Update - It's All Geek to Me: What's in Your Firm's Tech Toolkit?	Cristie Street, co-founder and managing partner of Nextrio, LLC, in Tucson, AZ, is responsible for daily operations, sales, marketing and strategic planning. Street has 20 years of leadership experience building global brands and guiding product development in technology companies. In 2010 Street was named Small Business Leader of the Year by the Tucson Metropolitan Chamber of Commerce. Nextrio, LLC provides comprehensive Information Technology (IT) solutions for businesses.



## ***OFFICE OPERATIONS MANAGEMENT***

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Mike Wiedemer	First American Legal Finance	<a href="mailto:mike.wiedemer@faef.com">mike.wiedemer@faef.com</a> 585-643-3266	F- Equipment Leasing: Strategies, Terms and Impact	Mike Wiedemer is Senior Vice President at First American Equipment Finance where he serves as their national sales manager. He was the recipient of First American's "Chairman's Award" for excellence in character and leadership in 2002 and in 2008 was honored as one of Rochester Business Journal's "Forty Under 40." Wiedemer is an active member of the Equipment Leasing and Finance Association and has spoken at leading trade shows for the legal and insurance industries on the strategic use of equipment leasing.
Douglas Zucker, AIA	Gensler	<a href="mailto:doug_zucker@gensler.com">doug_zucker@gensler.com</a> (415) 836-4242	A - Meet the Jetsons: What's New at the "Spacely" Law Office?	Douglas Zucker is an architect and a Principal at Gensler, a global architectural firm specializing in the design of the legal environment. He is also a regional leader of its legal practice area, a group that explores how culture, technology and economic issues continue to shape the practice of law. Zucker is a frequent speaker and writer on law firm design.

# Speaker Recommendation for Future ALA Programs

## Criteria for Judging a Speaker's Performance

- Was knowledgeable and to the point
- The content was well organized and focused
- The content was interesting and held the audience's attention
- The topic was presented in sufficient depth
- The learning can be applied directly to the job

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Company/ Firm \_\_\_\_\_

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## **Session(s) on which recommendation is based:**

Session Name \_\_\_\_\_

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Comments \_\_\_\_\_

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Date Presented \_\_\_\_\_

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