



Leadership Styles

By Stephen Crossland, WSBA President

It is an honor to share some thoughts about leadership styles and running meetings based on my nearly 40 years in the WSBA and having served as chair of 13 different boards, sections, seminars and committees. My thought about this article is, given the audience to whom this is directed, I am probably not informing you of anything that you may not already know but rather in some cases merely reinforcing some shared values.

Some of you may recall the line from my President's column in the April *Bar News*: "Govern a family as you would cook a small fish—very gently." That pretty much sums up my philosophy of leadership.

Another philosophical statement about leadership that I share is this: "The best leaders value their words, and use them sparingly. When [a leader] has accomplished [a] task, the people say, 'Amazing: we did it, all by ourselves!'"

I recently spoke to the executive committee of one of our Sections and shared the following list of 10 things that I think make for a good Section structure and good meetings:

1. Be clear about your mission.
2. Have an agenda.
3. Encourage participation by all members.
4. Don't allow a member to dominate the conversation.
5. Have a diverse board that isn't inbred—meaning reach outside your "group" to assure that all constituents are included.
6. Start and conclude meetings promptly.
7. Have fun.
8. Don't try to accomplish too much.
9. Hold board members accountable.
10. Make sure there is a succession plan that assures the above. The section can become stale if new leadership is not infused.

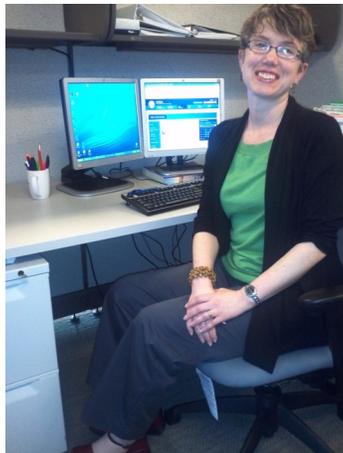
**ATJ Conference:
"Our New Economic Reality:
The Legal Profession's Role"**

This year's conference will be held on June 8-10 in Yakima. For more information about the conference and the workshops offered, please visit the [WSBA website](#).

I am a big believer in the value of sections to our members. It is in this setting where the "rubber meets the highway" for our members in their day-to-day practice. I have been very fortunate to be involved in many bar activities, and I can assure you that any time I gave to the section, board, or committee, I received a much greater benefit back in terms of the people I met and the knowledge and experiences I acquired.

The WSBA is known nationally as a progressive and innovative bar association. We have demonstrated consistently that we are among the leaders in bar associations in the nation. I also believe the same to be true of many of our sections. Many of our sections are very vital and excel at what they do. We are also

fortunate to have bar staff who have led us in that direction. I hope that as Section leaders you will avail yourselves and your section of the wonderful resources that the WSBA makes available to you. By using Bar staff and some of its programs, you will take some of the burden off your year as section leaders. As always, I am available to discuss this article or any other profession-related subject.



Meet the Newest Member of the Sections Team: Stacy Holmes

By Stacy Holmes, Senior Section Leaders Liaison

What is your favorite word?

Iterative.

What sound or noise do you love?

The sound of ocean waves.

What do you dislike most about your appearance?

My knees...and thus they make very few public appearances.

What do you consider your greatest achievement?

Being a dedicated parent...I am humbled on a daily basis.

What is your most treasured possession?

I'd like to say "my health," but I think in reality it might be "my cell phone."

Who are your heroes in real life?

People who face life's challenges with courage, honesty and optimism. I try to learn from them.

What is your motto?

This quote: "All the art of living lies in a fine mingling of letting go and holding on." —Havelock Ellis

It Starts with Community

By Paris Seabrook, Section Leaders Liaison

Expanding your section membership starts with investing in the members you have by providing a community of engagement and belonging. While membership recruitment is important creating a sense of community with current members serves to create loyalty, personal investment in the business of the section and members who want to invite others to join in their community.

So how does one create a sense of community? Below are some tips to help your section develop its own sense of community.

Establish goals and stick to them. The creation, integration and fulfillment of goals helps create a culture that everyone can rally behind.

Show interest in others. Use events, seminars, and newsletters as a way to engage your members. This can be by adding a social component to a seminar, highlighting a member in a newsletter, or asking that each executive committee member reach out to a member of the section they don't know. By showing interest in others you can also determine the needs of your members.

Organize regular events. Regular events throughout the year help bring your community together, face-to-face. It is also helpful to have consistent events year-to-year. This provides stability with your community and gives them something to look forward to and count upon!

Get input from others for decisions. Don't shy away from member input. Inviting your members to contribute to a decision makes them feel heard and appreciated.

Celebrate success. Take time to pat your members on the back. Thank them for their membership, explain how their membership contributes to the success of the section, and provide space to take a step back and celebrate the great work your section has done.

A sense of community helps create a shared faith that member needs will be met through their commitment to the section. By using some of the tips above, you can hone in on those needs and utilize your members to fulfill your section goals.

CLE Meeting Summary

By Susan Strachan, CLE Seminar Development Specialist

The WSBA's 27 sections were recently invited to attend a CLE planning meeting at the CLE Conference Center in Seattle.

The goal of the meeting was to promote and improve collaboration and communication between sections and the CLE Department.

Highlights of the meeting include:

- Katelyn Stayer, Associate Director for CLE, presented the calendar showing all programs in the works for the remainder of 2012. Work has already started on the 2013 schedule. Please schedule your Seminar dates with us ASAP.
- Kathy Burrows, Section Seminar Development Specialist, presented Best Practices for Developing Successful Seminars, and putting the "E" in CLE. Look for handouts to be posted to the Section Leaders Toolbox soon.
- Julie Mass, WSBA Deputy Director for Administration and Professional Development, talked about Mini-CLE, Plan A and Plan B programming, as well as ideas for more flexible formats.
- Questions were asked about sharing course evaluations and using electronic materials rather than paper coursebooks.

We look forward to working closely with Sections on future educational programming.



Outside the Box with Construction Law

By Paris Seabrook, Section Leaders Liaison

For several years, the Construction Law Section has hosted events, called forums which are designed to provide an educational opportunity for section members that is fun, informal, and informative. In October 2011 and February 2012, the Construction Law Section hosted two forums at the WSBA offices. Each forum featured a speaker, or group of speakers, discussing a topic of interest to members of the section. The section also hosted a small reception for attendees in conjunction with the presentation.

What makes these two events unique is the use of web-streaming technology to connect with members outside of the Puget Sound area. The WSBA offices are equipped with the tools to video stream the presentation to members who could not attend the event. Each event was recorded, and the link to the recording is now available on the section's webpage; [check them out!](#)

Save the Date!

The **Sections Spring Meeting** will be held at the WSBA CLE-Conference Center in Seattle on **May 30, 2012**, from 9:00 a.m. to noon. A Save the Date will soon be sent out to all section chairs, chairs-elect, and treasurers, although other executive committee members are welcome to attend.

A Simple Dialogue

By Joy Eckwood, Diversity Program Manager

In today's economy, it is easy to focus on the bottom line and lose sight of the importance of how goals are met. Professional recognition and financial incentives are usually tied to the concrete acts associated with getting the job done. Diversity viewed as a program requiring implementation is hardly seductive when considering how to meet organizational goals of productivity and fiscal stability. However diversity is not a program; diversity is the sum of who we are, how we navigate our environment, and how we engage those around us. It is, in fact, the explanation of our existence in the world, and when we limit ourselves, our efforts, and our environment to individuals, groups, and experiences homogenous to ourselves, we put limits on our very existence. Including diversity as a goal in simply an invitation to grow ourselves and our business.

I would like to encourage you to invite others into the dialogue of diversity from the inside out. This is not mushy engagement or a call to arms; it is an invitation to explore how the bottom line can be met by expanding who you are and who you represent by accessing what is foreign and unknown, yet waiting to be discovered and utilized. Be courageous and invite the unknown into your community. A simple dialogue can change everything, from how you complete tasks to employee reviews and client engagement. A simple dialogue can change it all for the better.

For further information, [read this article](#).

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The FY13 Budget Planning Season is coming up soon!

Important Dates

May 20	Budget materials distributed to sections
July 13	Section budgets due
July 26 –Aug 13	Conference call meetings with section Treasurers/ ExComm to review budgets (if needed)
Aug 13	Final budget revisions from sections due
Sep 20-21	BOG reviews & approves final section budgets
Sep 30	Sections receive final budgets and G/L codes

Kudos!

By Paris Seabrook

The Sections Team is pleased to share that several sections have completed or started to develop a work plan for the work of their section. The Juvenile Law and

Civil Rights Law section have completed work plans for this year. Several other sections, including Solo and Small Practice and World Peace Through Law, have begun to develop work plans. The work plans help sections identify goals and targets for the coming year, determine events and other member benefits to fulfill those goals, and allocate funds and responsibility. We hope sections continue to visualize their year by taking some time to map out what they want to do and how they want to do it. Kudos to those sections for taking the plunge!

(You can find the Work Plan Template in the [Section Leader's Toolbox](#) on the WSBA website.)

Upcoming BOG Meetings

April 27-28: Tulalip
Resort

June 8: Yakima
Convention Center

July 13-14:
Alderbrook Resort

Sept. 21-21: WSBA
offices