

April / May 2016  
Vol. 2016, No. 2

## MANAGEMENT



### Upcoming Event - General Meeting!

Tuesday April 12, 2016 | Nilan Johnson Lewis PA

#### DON'T MISS:

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President's Column

# Pg. 13

Increasing Engagement  
- Management that  
Motivates

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2016 ALAMN Annual  
Conference Recap

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Letters to the Editor of *The Verdict* are welcome and can be e-mailed to [gluessenheide@danielskibortlaw.com](mailto:gluessenheide@danielskibortlaw.com). In your letter, please include your name, firm name, mailing address, daytime phone number, and e-mail address. Letters that do not contain full contact information cannot be published. Letters typically run 150 words or less and may be edited. Your letter may be on any topic. You will be contacted before your letter is published. Thank you.

## 2016 - 2017 ALAMN OFFICERS & DIRECTORS

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### ALAMN has adopted ALA's Mission Statement

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; and represent professional legal management and managers to the legal community and to the community at large.

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**ALAMN SPECIAL INTEREST GROUPS (SIGs)** are educational forums specific to functional specialty. Special Interest Group (SIG) meeting attendees need not be ALAMN members.

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# ALAMN CALENDAR OF EVENTS

## APRIL

SU	MO	TU	WE	TH	FR	SA
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

### 1 ALA CLM Study Group (Session 16)

11:30 a.m. – 1:00 p.m.

Location: Merchant & Gould

### 5 ALA Webinar: The Generally Accepted Recordkeeping Principles

2:00 p.m.

Location: Best & Flanagan

### 7 Systems and Technology SIG

11:30 a.m.

Location: Ruth's Chris Steak House

### 7 ALA Webinar: Managing Partner/ Firm Leader Integration

2:00 p.m.

Location: Best & Flanagan

### 12 General Meeting

11:30 a.m.

Location: Nilan Johnson Lewis

### 12 ALA Webinar: USPTO eMod Text Pilot Program

2:00 p.m.

Location: Best & Flanagan

### 12 Get Your Bake On!

4:00 p.m.

Location: Cookie Cart

### 15 ALA CLM Study Group (Session 17)

11:30 a.m. – 1:00 p.m.

Location: Merchant & Gould

### 19 Facilities SIG

12:00 p.m.

Location: Stinson Leonard Street LLP

### 19 ALA Webinar: Litigation Funding: Ethical Responsibilities

2:00 p.m.

Location: Best & Flanagan

### 20 St. Cloud SIG

12:00 p.m.

### 20 ALA Webinar: Brand Yourself! How to Differentiate Yourself and Stand Out in a Crowd

2:00 p.m.

Location: Best & Flanagan

### 21 HR Committee and Small/Medium Group Meeting

11:30 a.m.

Location: Foley & Mansfield

### 21 Small/Medium Group Meeting

11:30 a.m.

Location: Town & Country Club

### 27 Communications Committee Meeting

12:00 p.m.

Location: TBD

### 28 Diversity & Inclusion Committee Meeting

8:30 a.m.

Location: Fredrikson & Byron P.A.

### 29 ALA CLM Study Group (Session 18)

11:30 a.m. – 1:00 p.m.

Location: Merchant & Gould

## MAY

SU	MO	TU	WE	TH	FR	SA
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

### 3 ALAMN HR Committee Meeting

11:30 a.m.

Location: Lindquist & Vennum LLP

### 17 Facilities SIG

12:00 p.m.

Location: Dorsey & Whitney LLP

### 18 Community Service Committee Meeting

11:30 a.m.

Location: Robins Kaplan LLP

### 18 St. Cloud SIG

12:00 p.m.

### 19 Diversity & Inclusion Committee Meeting

8:30 a.m. – 9:30 a.m.

Location: Fredrikson & Byron

### 25 Communications Committee Meeting

12:00 p.m.

Location: TBD

\*PLEASE NOTE: SPECIAL INTEREST GROUP (SIG) ATTENDEES NEED NOT BE ALAMN MEMBERS



## FROM THE PRESIDENT OF ALAMN

By: Sarah Didrikson, ALAMN President



ALAMN would not be the organization it is today without the many wonderful volunteers. As I step into the role of President of ALAMN, I reflect on the leaders who came before me. I would not be in the position I am today if past leaders had not encouraged me to get involved in the chapter.

I especially want to thank Kathy Hubbard for serving as our chapter President this past year. Kathy's dedication to the chapter, as well as her kindness, wit, and leadership skills, have been priceless to the Board and chapter. As Deb O'Connor steps down from the Board I want to extend a heartfelt thank you for the abundant contributions she has made to the chapter. I have enjoyed working with her over the years and will sincerely miss seeing her regularly. I also want to thank Pam Gerads and Jim Schroeder who will be stepping off the Board. I appreciate their dedication to the chapter and willingness to serve. I hope to get an opportunity to collaborate with all three of them in the future.

As the Board begins the new term, I would like to welcome three new members: Laurie Greenberg from Briggs and Morgan will be the Administrative Director, Terri Stewart from Felhaber Larson will be the Education Director, and James Fowler from Yost & Baill will be the Membership Director. Each of the new Board members have served in various capacities within the chapter. Thank you for your willingness to step up and serve on the Board. Thank you to Kathy Hubbard, Sarah Evenson, Philip Rush, and Abby Rooney who will be returning to the Board. I look forward to partnering with each of you this year.

A special thank you to the Business Partner and Conference Committee who pulled off another great conference. Your continued dedication to providing top-notch education, great networking opportunities, and an amazing exhibit hall is appreciated. I also want to thank each of our sponsors who made the conference possible.

I hope each of you will consider attending the ALA Conference that will be held in May in Los Angeles. Currently there are about 24 ALAMN members registered for the conference. We would love to have you join us. This year is a special year because our very own Laura Broomell will become the new ALA President. We will be having a pre-conference gathering a few weeks before the conference to provide attendees an opportunity to connect with others who are attending the conference.

I am looking forward to a great year. If you have any suggestions, questions, or want to get more involved, please do not hesitate to reach out to me.

[sdidrikson@nilanjohnson.com](mailto:sdidrikson@nilanjohnson.com) / 612-305-7614

## KNOW YOUR LEGAL JARGON - SPONSORED BY HCBA

**Res Judicata** (also **Res Adjudicata**) *Latin for "the matter has been judged"*

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**SUCCESS Computer Consulting**  
**Thomson Reuters**  
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## ALAMN NEW MEMBER

## WAYNE SCHERTLER

**QUICK FACTS ABOUT YOU:****Home town:** Wadena, MN**College & Major:** Portland State University, Business Administration/Accounting**Family:** Married 30 years to Kelly with children Taylor, Brigham, and Madison**Pets:** Golden Doodle named Oliver**Hobbies:** Fast Cars, Craft Beer, and Scotch (not all at the same time)**QUICK FACTS ABOUT YOUR FIRM:****Firm or Company:** Gislason & Hunter LLP**Firm Size:** 40 Attys**Responsibilities:** Chief Operating Officer**ABOUT YOU:****How did you become a legal admin:** By accident. Started working in law firm finance coming out of public accounting. I was hooked.**Best advice:** Treat everyone today like you might need their help tomorrow.**Reason for joining ALAMN:** I value the professional networking.**Try to do each day:** Make a difference.

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X	R	F	T	R	F	Y	E	G	A	N	A	M	O	N	Q
O	E	E	D	I	I	T	A	V	T	I	V	M	N	J	P
V	T	J	I	R	X	I	S	G	T	E	X	O	T	Z	R
F	S	Z	R	A	M	L	R	O	C	F	V	N	L	T	O
P	I	V	E	L	E	I	U	E	R	A	S	K	E	R	D
E	N	E	C	F	B	B	P	D	T	M	S	A	A	A	U
R	I	T	T	H	Y	I	J	I	S	O	G	H	D	I	C
F	M	A	O	Y	L	S	O	V	O	T	V	N	E	N	T
O	D	V	R	M	H	N	C	P	U	V	A	P	R	I	I
R	A	I	I	Y	H	O	I	H	L	G	U	W	S	N	V
M	H	T	K	C	L	P	L	B	D	A	I	J	H	G	E
A	W	O	O	I	F	S	J	I	O	E	N	Z	I	Q	L
N	H	M	N	L	R	E	S	O	P	R	W	C	P	C	B
C	Z	H	G	O	V	R	O	R	G	A	N	I	Z	E	I
E	S	I	T	P	W	D	E	V	I	T	C	E	J	B	O

## FIND THESE HIDDEN WORDS:

Administer

CLM

Director

Innovation

Leadership

Manage

Motivate

Objective

Organize

Performance

Plan

Policy

Productive

Responsibility

Training

Answers on page 15.

## APRIL GENERAL MEETING

### Effective Presentation and Communication Skills for Business Leaders

*Jennifer McClure, Unbridled Talent*

Great communicators are active listeners who know their audience, speak clearly and inspire others to action.

Nothing is more important for today's business leaders than the ability to demonstrate the traits of an effective communicator who can address multiple audiences in a variety of ways. Unfortunately, many leaders fail at the most common underpinnings of communication. From poor body language to an inability to clearly articulate a story, leaders often continue to speak in ineffective ways long after their audience has stopped paying attention.

Thankfully, effective presentation and communication skills are competencies that can be learned, practiced and perfected throughout an entire career. In this session, Jennifer McClure will share the fundamental building blocks that every businessperson needs to be a successful and confident speaker and presenter.

#### Learning Objectives:

1. Understand the core elements of effective communication and presentation skills.
2. Communicate with impact; increase efficiency in the workplace and positively impact professional relationships.
3. Discover 10 tips for how to deliver a speech, pitch or presentation with credibility and strength.

**Date:** Tuesday April 12, 2016, at 11:30 a.m.

**Location:** Nilan Johnson Lewis PA  
120 South Sixth Street, Suite 400  
Minneapolis, MN 55402



*Jennifer McClure is a sought-after human resources expert and business advisor who combines her expertise as a corporate executive, leadership coach and professional communicator with practical strategies to help leaders build their influence and increase their impact on the people that they lead, and in the organizations they're a part of.*

*Consistently rated as a top speaker by corporate clients, and at global events and conferences, Jennifer delivers engaging and informative keynote presentations and workshops in the areas of leadership, personal development, talent strategies, and effective communication.*

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# INCREASING ENGAGEMENT – MANAGEMENT THAT MOTIVATES

By: Abby K. Rooney, PHR, SHRM-CP



There are so many distractions in our daily lives today. Social Media, news of refugees and political candidates, addictive games on mobile devices, and brainstorming about what to make for dinner that will be simultaneously fast, easy, healthy, and delicious are just a handful of the things that are on your employees' minds during the work day besides work.

More than ever, it has become a conscious decision to focus on any one task. Even the best employees have trouble saying no to distractions. If an employee is already a less-than-top performer, their decision to choose distractions over focusing on work is probably pretty easy. They might slow down, reduce productivity, make critical errors, and even distract their fellow employees.

As much as we would love every employee to have that self-motivating, go-getting attitude at all times, the reality is, as managers, there will be times that we have to supply the motivation.

How can we as managers and leaders motivate employees and help to keep productivity and efficiency levels high? Here are some suggestions to try with your team:

Share the big picture – Show employees how their work makes a difference to the larger picture. I find that the most dedicated employees are the most engaged because they are aware of their role in “making it happen.” They will feel less like assembly line workers and more like important members of the team.

[ continued on page 14 ]

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# INCREASING ENGAGEMENT – MANAGEMENT THAT MOTIVATES

*continued from page 13*

**Include staff at the table** – When employees are included in meetings or discussions about the case or the project at early stages, they are more motivated to do their part for the team. They should be asked to contribute suggestions to issues that arise. They are to be seen as equals and a true part of the team. This has the potential for a big payoff because those engaged employees will find mistakes and bring things to your attention that a non-engaged employee will either miss or decide is “not my problem.”

**Say “thank you”** – Everyone likes to hear thank you, so go big when the employee goes above and beyond the call of duty to get the job done. It is a big motivator to receive a complimentary email from an attorney who also copies the managing partner or other VIP to share the kudos. Being recognized in this manner is energizing, and the behavior is often replicated again and again.

**Allow autonomy** – In some cases your method is not the best or only way to get something done. Employees appreciate being allowed to approach a task their way and

might feel micro-managed if you insist on a particular method. When possible, give the staff person room to do it his or her way. Who knows? They might come up with something even better.

**Share the results** – This goes hand in hand with sharing the big picture. Often I hear that employees never learn the outcome of their hard work on a project, and they are demotivated by it. Whether the result was favorable or not, this is an opportunity to review the case with the whole group. Go through the details to investigate what was done well and what could be done better the next time. Long-term trends could be discovered and corrected; efficient methods might be documented for others to try.

**Warning** – if you successfully incorporate some of the above ideas in your team, the results could include less stress for the group, a more cohesive team that helps each other meet deadlines, individual contributors who enjoy coming to work, and a happy, satisfied client who wants to work with your firm again and again.

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See information on page 16 for more details.

To register, visit [www.ala-mn.org](http://www.ala-mn.org).



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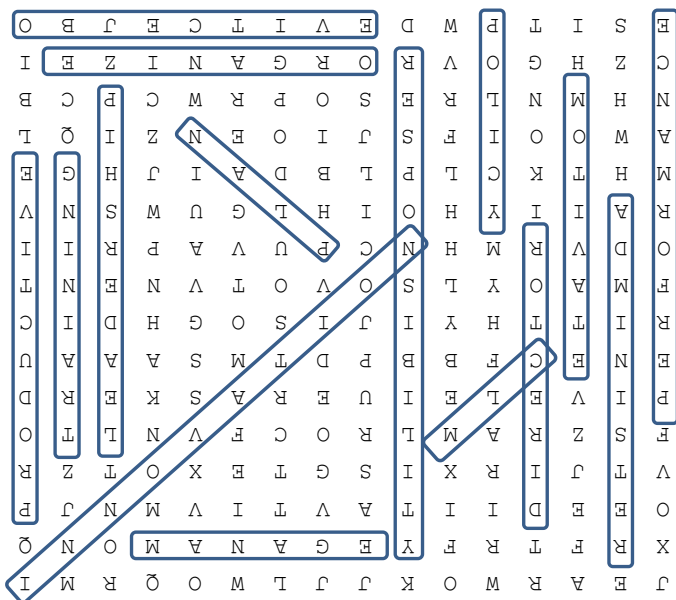
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## Volunteers Needed!

We are planning  
2 events for 2016  
and we need your help.



Our First Event: **Bakery Help Night—Tuesday April 12th**

from 4:00 pm to 6:00 pm

Our Second Event will be to offer  
our talents in the  
Classroom in August 2016

How we can help:

- Volunteer! At the Bakery. Help varies from Mixing Days, Scooping Days, Baking Days and Packaging Days.
- Classroom Help: Help with communication skills through mock interviews, skits and role-playing.
- Purchase cookies for personal or business needs: Call 612-521-0855 or Visit: <http://shop.cookiecart.org/>

## The Mission:

- To provide a safe and engaging place for North Minneapolis teenagers to spend their time.
- To provide teens 15 to 18 years old with lasting and meaningful work, life and leadership skills through experience and training in an urban non-profit bakery.



To Volunteer, please sign up in advance at the ALAMN website: [ala-mn.org](http://ala-mn.org) under Participate / Community Service or Upcoming Events. Thanks!

## The Training:

- Learning the fundamentals of work through experience. The bakery is a classroom that teaches essential employment skills : managing their work schedules, taking direction from supervisors, task completion and problem solving.
- Customer service training, employer expectations, resume and cover letter writing and financial literacy training are additional skills taught in a classroom environment.





## 2016 ALAMN ANNUAL CONFERENCE RECAP

The ALAMN 26th Educational Conference & Exposition on February 25th was another great success. We had over 120 members and guests attend and 55 Business Partners put on an excellent exposition with many of them embracing the theme of "Ready, Set, Action". The keynote speakers and educational breakout sessions were all

top notch. Everybody seemed to have enjoyed the new venue which was the Hyatt Regency Downtown Minneapolis. A big thank you to all the members on the BPCC who helped put this together. Below are the winners from the various contests throughout the day and their prizes.



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# 2016 ALAMN ANNUAL CONFERENCE RECAP - CONTINUED

continued from page 17

## WINNERS!

### BEST BOOTH CONTEST

1ST PLACE	2ND PLACE	3RD PLACE	4TH PLACE
Marco, Inc.	Emergent Networks LLC	Loffler Companies	Innovative Office Solutions

### OSCAR SCAVENGER HUNT

PRIZE	WINNER
ALAMN \$50 Gift Card AMC Theaters	Jacqueline Blackwood
ALAMN \$50 Gift Card AMC Theaters	Chad Roberts

[ continued on page 19 ]

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## 2016 ALAMN ANNUAL CONFERENCE RECAP - CONTINUED

continued from page 18

GET TO KNOW YOU BINGO		
PLATINUM SPONSOR	PRIZE	WINNER
Marco, Inc.	GoPro	Curt Okerson
GOLD SPONSOR	PRIZE	WINNER
Alerus	Apple watch	Dave Astramecki
Associated Private Client Services	Visa Gift Card	Shelbie O'Brien
Emergent Networks LLC	iPad Pro 128 GB w keyboard & pen	Linda Deering
Staples Advantage	Jabra Speak 510	Wendy Cornelius
SILVER SPONSOR	PRIZE	WINNER
Fluid Interiors	Bourbon & 6 glasses	Jeanne Bowbeer
	Bourbon & 6 glasses	Jodi Schmidt
Innovative Office Solutions	\$200 ICON Gift Card	Mary Laschansky
Loffler Companies Inc.	Timberwolves Lexus Courtside Package	Darlene Downs
Ricoh USA	\$100 Smack Shack Gift Card	Pat Stender
U.S. Bank	\$100 Gift Card	Brian Lamb
	\$100 Gift Card	Zak Hagstrom
Wells Fargo Bank N.A.	\$50 Gift Card	Valerie Studer

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# 2016 ALAMN ANNUAL CONFERENCE RECAP - CONTINUED

continued from page 19

COPPER SPONSOR	PRIZE	WINNER
ARAMARK Refreshment Services	6 pounds of Coffee	Tracey Skjeveland
Beacon Hill Legal	\$25 Barnes & Noble GC and fresh flowers	Joseph Fousek
Berry Coffee Company	Keurig Machine & K-cups	Pam Gerads
	Twins Tickets	Jan Lehman
	Twins Tickets	Michele Brauch
	Twins Tickets	Keith Bagge
	Twins Tickets	Julie Munneke
Bertelson One Source	\$100 Gift Card	Dean Hinnerichs
BigHand, Inc.	\$100 Gift Card	Catherine Gorr
Bremer Bank	\$25 Visa Gift Card	Tracey Johnson
	\$25 Visa Gift Card	Janelle Loven
	\$25 Visa Gift Card	Courtney Kurkowski
	\$25 Visa Gift Card	Janna Highly
CBIZ, Inc.	Kindle HD	Jim Schroeder
CBRE	Coach SCOUT Leather Hobo Bag	Chong Lee
Consolidated Communicatons	Apple TV	Cynthia Trana
Coordinated Business Systems	2 Twins tickets 2016 game	Kelly Thaemert
Cushman & Wakefield / NorthMarq	4 Twins tickets	
DTI	guess the cash	Mark Brauch
Element Technologies	iPad Mini 4	Greta Larson
FRSecure LLC	Haskell's 3 bottle Terroir Series Basket	Barb Romanko
Greiner Construction	Movie tickets & a Director's Chair	Kim Pepera
Hays Companies	2 tickets to Book of Mormon	Phil Rush
Integreon	\$100 Gift Card	Tammy Berlin
Intereum	Herman Miller SAYL Task Chair	
IST Management Services, Inc.	\$100 Amex Gift Card	Tracey Grill
Minnesota Lawyers Mutual Insurance Company	iPad	Norma Thayer
Network Medics	4 tickets to the MN Twins Game	Dave Oxley
Northland Business Systems Inc.	Caribou Coffee Card	Mallory Shuck
Parameters	Kimball Office Flip Chair	Colette Caniff
ABA Retirement Funds Program	\$100 Gift Card to Butcher & the Boar	Terri Stewart
Rippe & Kingston	\$100 Amex Gift Card	Heidi Burton
Robert Half Legal	\$50 Amazon Gift Card	Tom Snavelly
RSM US LLP	Nook	Chad Roberts
Shred Right	Bluetooth Wireless Speaker	Joshua Wolff
Sovran, Inc.	Apple TV	Ellen Drasin
Special Counsel, Inc.	Movie Night Basket	Terry Giel
SUCCESS Computer Consulting, Inc.	Galaxy Tab 4	Robin Gipson
UPS	\$50 Apple Gift Card	Linda Cockrell
Verus Corporation	Drone	Dan Gruber



## HCBA HONORS KATHY HUBBARD WITH DIVERSITY AWARD



ALAMN is pleased to announce that member and Past-President Kathy Hubbard will receive the Hennepin County Bar Association's Diversity Award at the HCBA's annual meeting on June 1st, 2016. Recipients of this award are recognized for their significant contributions and long-term commitment to the advancement of diversity and inclusion in the Hennepin County legal profession.

Kathy has been involved in diversity and inclusion throughout her career. She is currently the Administrator for Madigan, Dahl & Harlan, P.A., where the diversity and inclusion efforts are under her areas of responsibility. Many of us know Kathy from her active participation, including as current Past President, with ALAMN.

Kathy serves on the ALAMN Diversity and Inclusion Committee. This committee exists largely due to her efforts. In the summer of 2012 she was part of a task force that charged the ALAMN to focus time and resources on increasing diversity in our chapter to more accurately represent the demographic of the communities in which we work. As part of the taskforce, she began legwork gathering information to help ascertain what components are needed to have successful outreach efforts. She met with

several diversity professionals and spoke to many other ALA members who had diversity committees in their chapters. This led to an ambitious and successful two-phased initiative, from which our committee was born, to help lead these efforts. She has served on this committee since its inception. Part of the second phase of this initial plan was held last year when Kathy led the committee with its first career fair for an inner-city high school. The purpose of this was to increase the pipeline of future talent by educating high school students on all the excellent career opportunities in the legal community before they begin their post-secondary education. The career fair was so well received that the committee did it again in April 2016, this time increasing the number of students by inviting two inner-city high schools to participate.

Finally, Kathy is in the infancy stages of researching and eventually creating a program for the ALAMN to help increase our efforts to hire and retain veterans of the United States Armed Forces.

Kathy is thrilled in winning the award and all of the support she has received from her firm, family, and friends throughout the legal community. Congratulations, Kathy!

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## SIRI - LOUSLY PATIENT AND KIND

*By: Paul Purdue*

Talking to Siri and getting her to understand me has taken some time. Anyone who has used voice recognition software, or has watched somebody try and use voice recognition software, understands how people have to speak differently to these devices. "Directions to Home," you say. "Read messages," you say. In order to have effective communication with this machine, we have had to adjust how we speak and interact with it.

It is the reality that Siri only understands things when presented in a particular way. However, when we apply that same truth to other people, we lose our patience, pass judgment, and get upset that they do not understand us.

Perhaps we could show other people the same patience and kindness we show our phones by trying to say it another way and to see if we can adapt to their style instead of expecting them to adapt to our style.

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## SIRI - LOUSY PATIENT AND KIND - CONTINUED

*continued from page 21*

Clear communication in business settings can mean the difference between a good decision or a bad decision. It can be the difference between happy employees and disgruntled ones. Clear communication can be the difference between helping a client or failing them. All of this can boil down to how well we are able to communicate with each other.

Do not misunderstand me. When I use the word communicate, I am not referring to your ability to get other people to understand **your** point of view. When I use the word communicate, I am not referring to your ability to **persuade** other people to **your** point of view. Communication, at its essence, is the art of connection between people.

In the case of an iPhone, it has its operating system which understands information in a very particular way. If you hope to connect with that device, you must adapt your thoughts and your language to its required format. Without your adjustment, there is wrong communication. You are not doing it a favor by changing how you speak and think; you are doing yourself and those you serve a favor by adjusting yourself.

When you take this same philosophy into a business setting you will discover that all of the people you interact with have their own operating systems, each understanding information in a very particular way. Their operating system also has a very unique way of sending information to you. Therefore, you have to be doubly flexible both when you are transmitting information to other people and when you are receiving information from other people. This is where things can get tricky.

Things get tricky because sometimes their operating system accidentally triggers something inside of your operating system. While they may be trying to communicate to you their thoughts about a particular office procedure, they may accidentally touch a part of your emotional operating system. If you do not have your emotional operat-

ing system under control, it may take over and send all sorts of signals which will cloud and confuse the message trying to be received.

For example, somebody may be expressing how they feel a proposed new process may cause lots of mistakes. The word mistakes, you may feel, was directed at you, and your emotional operating system may swing into action, prompting the desire to say a few words back. However, when you are able to avoid the triggers and look underneath at the real message trying to be communicated, you will be able to then make the decision not to react and to simply reply to the intent of the message.

The ability to avoid these types of situations takes no more thought or action than you would use when trying to speak to Siri on your iPhone. Before speaking to Siri, you may pause for a moment to think about how she needs to hear your words. After you think your words through, you push the button, speak, and watch to make sure she heard the words you intended her to hear. This is no different than the process you can use with humans.

When you are trying to communicate, simply pause for a moment to think about the best way to formulate your words, press the button in your head to speak, speak, and watch to see how the other person is receiving your words. If emotions, impatience, or judgment try to sabotage this process — stop them.



**Paul Purdue** is a principal at Attorney Computer Systems. He is a self-proclaimed "infrastructure nerd." Check out Paul's growing library of legal technology articles and videos on Attorney Computer Systems' web site.

Contact Paul: (800) 475-8104 [paul.purdue@attorneycomputersystems.com](mailto:paul.purdue@attorneycomputersystems.com) | [www.attorney-computersystems.com](http://www.attorney-computersystems.com)



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## GET TO KNOW YOUR BOARD

*If you could go back in time to your first day at your current job, what advice would you give yourself?*

### **Sarah Didrikson, President:**

Do not take stuff too personally.

### **Sarah Evenson, JD, MBA, President-Elect:**

Chill out and make sure you walk the hallways every day.

### **Katherine Hubbard, Past President:**

It is a strong person who can graciously accept the compliments, kind words and gestures of others.

### **Laurie Greenberg, SPHR, Administrative Director:**

The advice I would give myself is to relax and enjoy the experience. We are under so much pressure to impress everyone and know everything immediately. That will happen in time!

### **Abby Rooney, PHR, SHRM-CP, Communications Director:**

I remember being really impressed that so many people at the firm had been there for so long: 10, 15, or more years. I would tell myself what I did on my first day – this could be a great place to grow. It has now been ten years and I understand why so many people have made this firm their home away from home for decades. It is a great firm with lots of wonderful people to work with and for.



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### **Theresa Stewart, PHR, Education Director:**

Relax. You're not expected to know it all within a week. Take the time to have coffee or lunch with everyone—not just the staff. It will help you learn more about what's going on in/at the firm.

### **Philip Rush, Finance Director:**

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### **James Fowler, Membership Director:**

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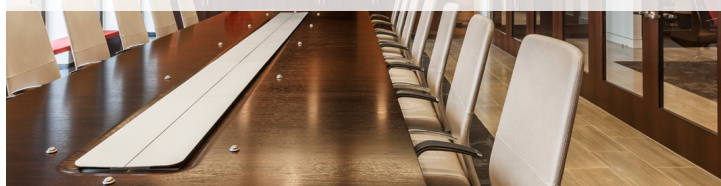
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