



Full Disclosure

Region 3's Connection to Chapters and Independent Members

2012-2013 Region 3 Leadership Team

Director

Cheryl Nelson, PHR, CLM
canelson@rkmc.com

Director At-Large

Teresa Walker
twalker@wallerlaw.com

Business Partner Relations

Debra Elsbury, CLM
debbie@threlkeld-legal.com

Education

Mark Bridgeman, CLM
Mark.bridgeman@abdata.com

Communications

Wendy Zimmerman
wzimmerman@slk-law.com



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Introducing Region 3's Chapter Presidents

ALA is about knowledge, resources and networking. We all know Region 3 loves to network! Following is some fun information about Region 3's Chapter Presidents. Network and say hello next time you see them.

Christine Birch (Indiana)

1.) If you couldn't live where you live now, where would you live?
Sausalito, California.

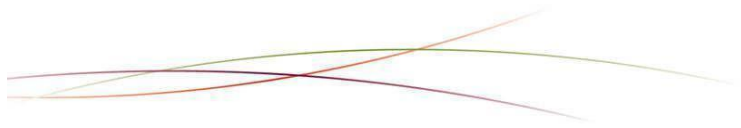
2.) If you couldn't be a legal administrator, what would you be?
I would love to own a bike shop with my husband, Don.

3.) If you were an animal what would you be and why?
I would be a dog—they get a lot of love and are always happy.

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? Hopefully, my best friend would say that I can be counted on through thick and thin and that I know how to laugh at myself!



Region 3



Brenda Boyer (Mid-Michigan)

- 1.) If you couldn't live where you live now, where would you live?** Marco Island, Florida
- 2.) If you couldn't be a legal administrator, what would you be?** A best-selling author of fiction novels
- 3.) If you were an animal what would you be and why?** An elephant. They are very smart, matriarchal, caring and protective of the members of their herd, too tall to get stepped on and they have great balance.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** Tolerance and loyalty

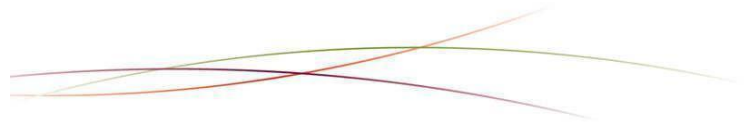
Laurie Dey-Canales (Wisconsin)

- 1.) If you couldn't live where you live now, where would you live?** If I couldn't live where I live now I would still want to be as close as possible to my extended family, at least within a day's drive of my hometown.
- 2.) If you couldn't be a legal administrator, what would you be?** If I couldn't be a legal administrator and I can't be fully retired than I would like to be a bookkeeper. I love numbers and feel a need to "balance" everything.
- 3.) If you were an animal what would you be and why?** If I was an animal I think I would enjoy being a dolphin. They seem to have so much fun swimming and playing and are intelligent and loved by humans.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** My best trait is probably my willingness to do just about anything to get the job done, which can sometimes be one of my not so good traits too. ;)



"Education is the most powerful weapon which you can use to change the world."

~ Nelson Mandela



Michael Frank (Northern Indiana)

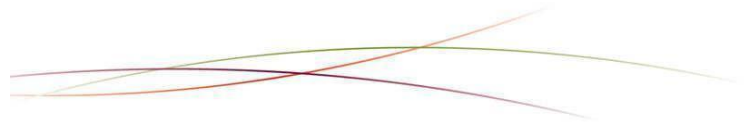
- 1.) If you couldn't live where you live now, where would you live?** I would live at Disneyworld because it is such a wonderful place.
- 2.) If you couldn't be a legal administrator, what would you be?** I have had a succession of accounting and finance jobs prior to being a legal and hope to continue in this until I retire. I work for a great group of attorneys.
- 3.) If you were an animal what would you be and why?** Golden retriever because everyone would like me and give me snacks.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** Hard worker, professional attitude, fair and friendly.

Marcy Gilmore (Northwest Ohio)

- 1.) If you couldn't live where you live now, where would you live?** I would love to live somewhere warm on a beach
- 2.) If you couldn't be a legal administrator, what would you be?** I would be a teacher. I would love to have summers off and get holiday breaks!
- 3.) If you were an animal what would you be and why?** I would like to be a dog. All you have to do is eat, sleep and play. 😊
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** I would have to say my best trait is that I am a very active person. I am involved in a lot of extra curriculum activities.



"Coming together is a beginning. Keeping together is progress. Working together is success."
- Henry Ford

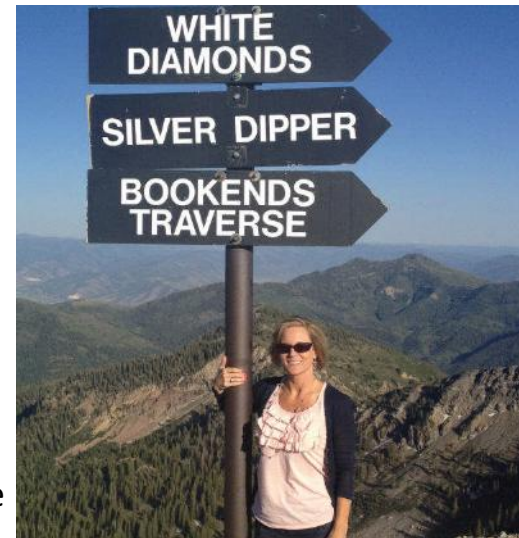


Phyllis Hetheriton (Iowa)

- 1.) **If you couldn't live where you live now, where would you live?** Hawaii
- 2.) **If you couldn't be a legal administrator, what would you be?** Wall Street Investor
- 3.) **If you were an animal what would you be and why?** Jungle Cat – self sufficient
- 4.) **What is your best trait? Come brag a little! What would your best friend say is your best trait?** Knowledge of income tax matters, I've been preparing taxes for 30 years.

Julie Hill (Gateway)

- 1.) **If you couldn't live where you live now, where would you live?** On any beach in Southern California
- 2.) **If you couldn't be a legal administrator, what would you be?** Owner of a donut/ coffee shop (probably on the beach mentioned above).
- 3.) **If you were an animal what would you be and why?** Cat (Persian longhair), because cats are “fluffy” and cute, independent, unpretentious, and low maintenance.
- 4.) **What is your best trait? Come brag a little! What would your best friend say is your best trait?** I had to ask one of my best friends. Her response is: “Sense of humor. Even when you're going through tough times, you find the time to laugh, and make others laugh, too.”



“Good schools, like good societies and good families, celebrate and cherish diversity.”
~Deborah Meier



Beth Hoeft (Columbus)

1.) If you couldn't live where you live now, where would you live? Any place tropical

2.) If you couldn't be a legal administrator, what would you be? Horticulturalist (in that tropical location) ☺

3.) If you were an animal what would you be and why? Eagle

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? Personality, I make everyone feel like a friend (hey, that is coming from my best friend of 30 years – I knew there was a reason I was keeping her around - LOL)

Amy Johnson (Dayton)

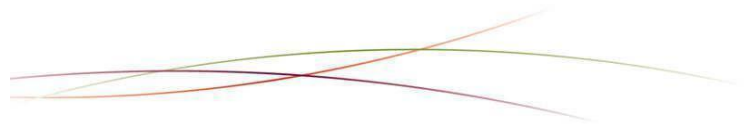
1.) If you couldn't live where you live now, where would you live? North Carolina

2.) If you couldn't be a legal administrator, what would you be? Marine biologist

3.) If you were an animal what would you be and why? Bear because I could sleep all winter and eat all summer!

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? Consistency – ability for get the job done no matter the changing situations.





Cinthia LeGrand (Greater Chicago)

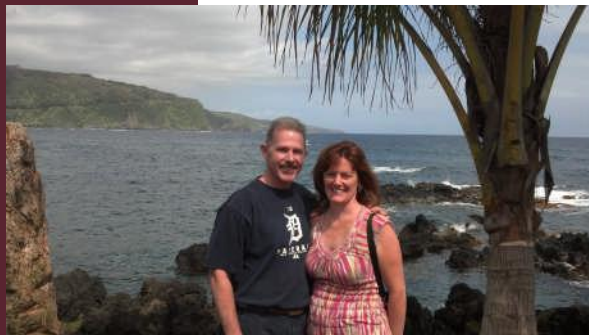


1.) If you couldn't live where you live now, where would you live? I would live in Orlando, Florida, because my family lives there. They left me in Chicago!

2.) If you couldn't be a legal administrator, what would you be? I would be a history teacher.

3.) If you were an animal what would you be and why? A tiger – very protective of my family and friends

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? I am always up for a challenge and fun to be with – that is what one of my best friends said!



Elizabeth Lockwood (Metropolitan Detroit)

1.) If you couldn't live where you live now, where would you live? After our conference this year, it would have to be Hawaii!

2.) If you couldn't be a legal administrator, what would you be? As I child I always wanted to be a teacher and would love to have that opportunity.

3.) If you were an animal what would you be and why? A dog, they are so loving and loyal. Plus my dog has the best life ever.

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? Very loyal and supportive.





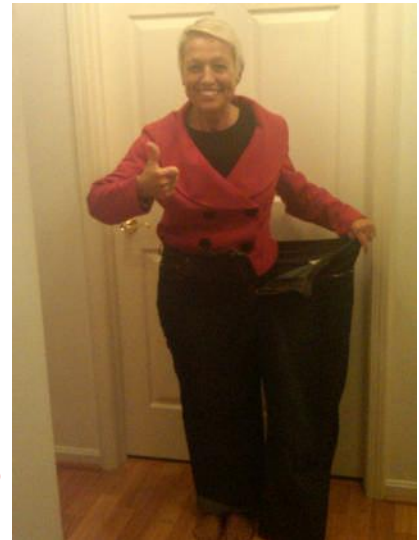
Jeffrey Middendorf (Greater Cincinnati)

- 1.) If you couldn't live where you live now, where would you live?** Fort Myers, FL
- 2.) If you couldn't be a legal administrator, what would you be?** Consultant
- 3.) If you were an animal what would you be and why?** An eagle. They have good eyesight and get to fly around all day.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** Honesty.

"By working hard,
you get to play
hard, guilt-free."
- Jim Rohn

Kristin Oliveri (Cleveland)

- 1.) If you couldn't live where you live now, where would you live?** Aruba
- 2.) If you couldn't be a legal administrator, what would you be?** Singer – Bette Midler and Celine Dion -- watch out!!!
- 3.) If you were an animal what would you be and why?** A Golden Retriever – so willing to please, so happy and fun, so loved, such a terrific friend.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** My sincerity, my honesty, my sense of humor, willingness to help.



Jill Quillen (West Michigan)



1.) If you couldn't live where you live now, where would you live?

I've never really given any other thought to living outside of Michigan, but the first place that popped in to my head was New York City. I think I would love to experience the "big city" life - the subways, the hustle and bustle, the nightlife, Broadway, Central Park, and maybe even running in to celebrities now and then.

2.) If you couldn't be a legal administrator, what would you be? I've always wanted to be more creative and would want to be the person who names the colors of things (like lipstick, nail polish, fabric, paint, etc.). I think that would be really fun and creative.

3.) If you were an animal what would you be and why? I'm not necessarily an animal person, so this was a surprisingly difficult question for me. I would be an elephant. I've always thought them to be majestic, have a commanding presence, and if anything, I would have a better memory.

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? I think my best trait is that I am organized. I know where things are, keep on top of things, and don't like clutter. I asked my best friend and she said my best trait is that I am supportive. I take that to mean I am not negative about situations and want to see others succeed at whatever they choose to accomplish.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

~John Quincy Adams

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

~John Quincy Adams



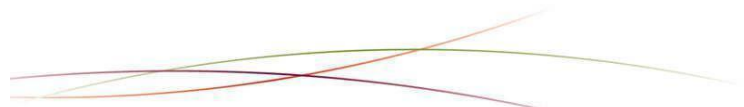
Melissa Richardson (Wichita Area)

1.) If you couldn't live where you live now, where would you live? I currently live 65 miles from my parents. Ideally, I would be closer to them. I know, boring! I'm a Kansas girl through and through. Of all the places I've been, I always think "great place to visit, but I can't wait to get home!"

2.) If you couldn't be a legal administrator, what would you be? My primary duties are human resources at my law firm. If I couldn't do that, I think I would like to be a detective! Of course, it would have to be during daylight hours...I'm a little afraid of the dark! I like to research and talk to people to find out what's really going on.

3.) If you were an animal what would you be and why? A dog and I would hope to be as spoiled as my dog! He's got a pretty sweet deal. He hangs out inside all day, laying on the couch, usually snuggled up in his blanket. At night, he sleeps in MY bed on MY pillow!

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? I've got a pretty good sense of humor. I think my friends would tell you I'm funny (or maybe just sarcastic) and that makes me fun to be around!



Michele Sauder (Minnesota)

1.) If you couldn't live where you live now, where would you live?
York, England

2.) If you couldn't be a legal administrator, what would you be? Architect

3.) If you were an animal what would you be and why? Owl, I tend to be observant and over think things ;0)

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? I'm a dedicated person - to the people and things in my life, responsibilities, opportunities etc.



Lisa Threatt (Greater Kansas City)

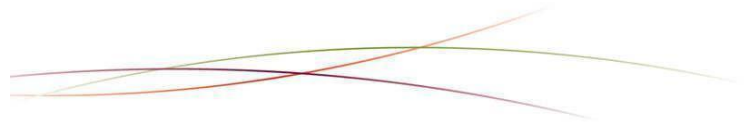
1.) If you couldn't live where you live now, where would you live? In the southeast, near a beach. It is where I am from and will always be "home" to me.

2.) If you couldn't be a legal administrator, what would you be? An event planner. That is one of the best parts of my job – fun and uses my organizational and negotiating skills.

3.) If you were an animal what would you be and why? I am pretty partial to being human but I love my little dog and I love the monkeys at the zoo!

4.) What is your best trait? Come brag a little! What would your best friend say is your best trait? I am empathetic – I can almost always see both points of view regarding an issue.





Kim Yesis (Nebraska)

- 1.) If you couldn't live where you live now, where would you live?** On the east coast by the ocean.
- 2.) If you couldn't be a legal administrator, what would you be?** A small business consultant and writer.
- 3.) If you were an animal what would you be and why?** No idea.
- 4.) What is your best trait? Come brag a little! What would your best friend say is your best trait?** I care.

“Innovation distinguishes between a leader and a follower.”
~Steve Jobs



On the Road.....Leadership Team Chapter Visits			
March 21	Iowa Chapter	Chapter Meeting	Mark Bridgeman
April 4	Gateway Chapter	Board Retreat	Cheryl Nelson
June 8	NW Ohio Chapter	Summer Outing	Debra Elsbury
August 7	Minnesota Chapter	Leadership Retreat	Mark Bridgeman
August 16	Cleveland Chapter	Summer Outing	Wendy Zimmerman
September 19	West Michigan Chapter	Chapter Meeting	Cheryl Nelson
October 19	Nebraska Chapter	Educational Conference	Cheryl Nelson
November 7	Columbus Chapter	40th Anniversary Party	Wendy Zimmerman





HIDE YOUR GOAT!

Turn Your Negatives into Positives




When someone says the phrase “something or other really gets my goat,” they mean that they are extremely irritated. A wide variety of things could contribute to irritation, ranging from someone else's actions to a series of events, but, despite the turn of phrase, goats are not usually involved. Like many colorful idioms in the English language, the origins of “get my goat” are murky, difficult to pin down, and actually rather fascinating, for people who enjoy exploring language. The first incidences of the phrase crop up around the early 1900s, and seem to suggest that this idiom is American in origin. The early 1900s were, in fact, a great era for colorful slang terms in America, reflecting the rapid expansion of settlement in the United States and the commingling of people from a wide variety of social, class, and ethnic backgrounds. A number of slang terms from this era are undoubtedly corruptions of slang from other languages, or misunderstandings of English words, and some people have suggested that “gets my goat” may be related to “goad,” as in “to irritate.”

Regardless of its origin, the idiom “get my goat” is something that resonates with all of us. Our daily lives intersect with a diverse group of people from different backgrounds, opinions and personalities. The fast-paced and stress-filled schedules we maintain *open the gate* and permits people and circumstances to “get our goat.” As you read this series entitled, *Hide Your Goat*, you will be presented with ideas to help you herd your goats, lock your gates, identify people who hunt your goat, retrain your goats, and provide nutritional (mental) advice on what to feed your goats.

I have determined that some people have been put on this earth to push our buttons (get our goat) and make us lose control. We need to learn to hide our goat. They can't get your goat if you don't tell them where it is tied up. Letting others "get your goat" puts them in control. We are ultimately giving the other person tremendous power over us when we allow them to get our goat.





And just where do you hide your goat? It all depends on what you believe gets your goat, or shall I say, pushes your buttons the wrong way. You are the person who chooses every day how you will respond to people and circumstances. You are the person who either has enough self-esteem to accept what life throws at you, or the person who feels the need to retaliate. Have you ever been wronged? Have there been times when you haven't gotten everything you deserved? Do you spend your time and energy on what should have been or do you focus on what can be? Even when truth and justice are on your side, you may never be able to right your wrongs. The mastery of life is the mastery of self. We all have our hot buttons that, when pushed, can cause us to emotionally detonate. However, people can only ruin our day (get our goat) if we give them permission. You must allow yourself to acknowledge the emotions that are attached to the setbacks. I am not suggesting punching a hole in the wall or screaming at the dog. Rather, talking to someone who will act as your sounding board without giving you advice is much healthier.

When you allow destructive emotions to consume your energy and make you negative, it is impossible to hide your goat. As you look backward, trying to right your wrongs, you become resentful, angry, hateful and bitter. Instead of worrying about someone ever making it right, refocus yourself so you can move forward. Every mistake, broken promise and slip-up, can develop into a paralyzing grip. Stop wasting priceless hours envisioning revenge toward an uncaring person. Resentment is about another person who seldom gives thought to their offense. Remove all the resentment, jealousies and self-centeredness and begin to let go. The sad part of someone having your goat is that most of us fail to take away a powerful message and possible life-changing lesson from that experience. Sometimes that message is readily available and, once processed and digested, enables you to move on. It allows you to shepherd your feelings and free yourself to move into a more focused state.

Steve Gilliland is one of the most in-demand and top rated speakers in North America. Over two million people have heard him speak, with his audiences crossing over 29 different industries. Steve has the distinction of speaking in all 50 states and in 15 countries. In addition to his brilliant speaking career, Steve is an accomplished author.



Region 3



Steve Wingert on Leadership

Q: What does it take to become an authentic leader who people want to follow?

A: The key to becoming an authentic leader is self-awareness of one's own strengths and style, which allows for identification of areas for development to help move you toward being an authentic leader. As you think of those who might be defined as an authentic leader others want to follow, you are likely able to identify a number key traits, many of which serve to build relationships between members in an organization. Some of these traits include:

Vision, and the ability to articulate where we strive to be at some point in the future, and the ability to stimulate action toward it.

Excellent **communication** skills – listening, speaking, writing.

Passion for what you do and for your beliefs.

Reliability to do what is expected of you, and for what you commit to do.
Inclusiveness and the ability to incorporate other perspectives into the discussion and decision making.

Balance or the ability to prioritize demands, needs and perspectives, and personal and professional commitments.

Respect for others and self, and the ability to garner this from others.

Collaboration or the ability work well with others, and generate this same approach and attitude among others.

Commitment to the growth of others; helping others achieve their potential.

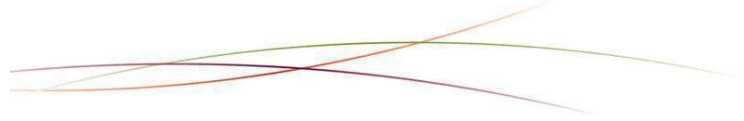
Persuasion or moving others to believe a particular perspective.

Initiative or the energy to make things happen.

Empathy or being aware of or acceptance of others' situation.

Some of these traits come more naturally to some, and are perhaps more innate in certain leaders. The key is to recognize strengths and areas for improvement, and to develop a plan to build on these as a leader. Ultimately, authentic leaders are able to leverage these traits to build relationships, which leads to action and success individually and as an organization.

“Leadership involves finding a parade and getting in front of it” - John Naisbitt



Region 3 Conference & Expo, September 13—15, 2012

Our Region 3 Conference is just around the corner! It's not too late to register and attend—<http://www.alanet.org/region3/conf>

The Association of Legal Administrators Minnesota Chapter has put together some wonderful resources to make your visit wonderful. Check it out at: <http://www.ala-mn.org/region-3-conference-resources> (Thank you ALAMN!)

Let's Stand Together for People Serving People

2012 Region 3 conference attendees and business partners are encouraged to bring a new pair or package of socks to the conference to donate to the People Serving People family homeless shelter in Minneapolis. Socks of all sizes for men, women and children are needed as cold weather approaches. Donations will be collected at Thursday's Welcome Reception and in the exhibit Hall on Friday.

*Let's stand together to help our neighbors in need.
Peopleservingpeople.org.*

Volunteers Needed As Session Managers!

Calling all Region 3 Members...we need Conference Session Managers...we need you! If you plan to attend the conference (and we sure hope you do) and you are interested in helping out as a Session Manager, please email Mark Bridgeman, CLM at mark.bridgeman@abdata.com.



Region 3



Your connection
to knowledge, resources and networking

When We Stand Together.... We Learn, Lead, Connect, Include

Leadership Commitment

The Region 3 Leadership Team will lead by example, promote and foster inclusiveness, provide support and resources, and listen to and learn from chapter leaders and members. Our commitment to Region 3 ALA members includes:

Chapter Outreach

- Conduct annual conference call with all chapter presidents at beginning of new term
- Make quarterly focus calls with assigned chapter Presidents/President-Elects (at least two calls to PE)
- Provide substantive newsletters and distribute to all Region 3 members (spring and fall)
- Send monthly eblasts to all Region 3 members
- Launch Region 3 LinkedIn page
- Offer leader support (visits, coaching, brainstorming, strategizing, resources, etc.)
- Promote and solicit interest in ALA volunteer opportunities (plant the leadership seed)

Region 3 Conference

- Achieve/exceed exhibitor/sponsorship budgeted goals
- Promote the conference to chapter members and work to increase average attendance
- Plan substantive educational sessions, including focus on leadership and diversity/inclusion
- Revisit scholarship policies and update to include opportunity scholarship(s) to chapters in need
- Reach out and promote conference to other legal organizations (LMA, IIta, etc.)

Council Meetings

- Solicit suggestions from chapter leaders on substantive meeting content
- Promote theme "When We Stand Together" at all meetings
- Provide interesting, informative and fun meetings
- Increase chapter attendance at council meetings and develop measurement to gauge success

"We know that leadership is very much related to change. As the pace of change accelerates, there is naturally a greater need for effective leadership." - John Kotter



Editor's Closing Thoughts....

This news letter was truly the efforts of the entire leadership team. We are here to serve you! If you would like to see something in a future news letter, please email me: wzimmerman@slk-law.com.



Region 3