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President's Column

Una Doyle
President of ACLEA



A warm hello to all of our members!

We ACLEA—ites are a broad church, that's for sure. Loosely described as “continuing legal education professionals,” we represent every facet of CLE: management, programming, administration, marketing, service provision – the list is long. And now we have yet another dimension, that of truly global. In fact, I'm living proof of that, as the first person outside of North America to have the honour of serving as your ACLEA president.

Which brings me to my main message – folks, it's all about the people. Yes, we are a strong and vibrant organisation. Yes, we have a healthy business structure and all the pieces that make up that picture. But none of this matters without you all. You are the reason that ACLEA exists because you are ACLEA, you give our association purpose and meaning and energy. We would be nothing without your sharing, leading, mentoring, and volunteering. And like you all, I'm here for the same reason, to contribute to this unique group of people who makes up ACLEA.

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President's Column

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So this year I'm looking forward to getting to know you, listening to your views and ideas, ensuring we continue to be inclusive and welcoming, and working to grow our membership.

On the subject of people, I'm lucky to have a very dynamic ACLEA Executive Committee to work with. As the late Steve Jobs wisely observed, great things in business are never done by one person. They're done by a team of people. The EC has had a busy start to the year as well, so I'd like to take this opportunity to let you know what we've been doing. We've welcomed our new directors, Susan Munro and Linda Russell, who have immediately rolled up their sleeves and dived into the proverbial fray in the true volunteer spirit of ACLEA. We also farewelled our former president, Jennifer Flynn, and director, Gina Roers—Liemandt, who both leave enviable legacies. This year, some of the initiatives we are considering include devising a fresh communications strategy, reevaluating our approach to planning, diversifying our revenue, and revising our policies.

Coming up on the horizon: our Mid-Year Meeting 2017 in Nashville. Keep an eye out for the invitation to register and preview the session topics. After all, our meetings are the most valuable mechanism by which we can achieve any and all of our objectives as an association: the education of our members, networking, the sharing of skills and knowledge, and the best way to attract and retain members.

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Anna Wrisky, Director of Design and Usability,
Ewald Consulting

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For submissions contact either of the co-editors:

- Heather Elwell: heatherelwell@aloc.ca
- Kristin Huotari: kristin.huotari@gmail.com

Get to Know Your ACLEA Executive

Linda Russell

Director of Product Development, Continuing Education of the Bar

1. What is your position with the Continuing Education of the Bar, California?

I am the Director of Product Development where I oversee 140 print and online publications and products.

2. What did you do in your pre-CLE life and what brought you to the CLE world?

Prior to joining CEB, I was a litigation attorney and I worked for a large firm in San Francisco handling insurance defense cases and also in-house counsel at Bank of America. I came to the CLE world because of my love of writing and for more work-life balance. CEB hired me as an attorney editor to work on litigation books and I have thoroughly enjoyed my 20 years with CEB.



3. How long have you been a member of ACLEA?

I joined ACLEA in 2007 and attended my first ACLEA meeting in January 2008 in Henderson, Nevada (20 minutes from Las Vegas).

4. What do you remember from your first ACLEA meeting?

I remember the energy and enthusiasm of meeting many wonderful CLE colleagues from different states and countries and realizing that we all shared similar challenges and could really help each other. I also gave my first ACLEA presentation with Holly Langworthy from Minnesota CLE on customer service. Holly and I have remained close friends and colleagues ever since, sharing ideas and talking through challenges.

5. What has surprised you most about being a member of ACLEA?

I have been most surprised at the openness of ACLEA members to share both their successes and their failures and at the invaluable network of CLE colleagues I now have. We are frequently in contact by phone or email throughout that year and help each other talk through challenging issues or brainstorm new ideas.

6. What other leadership positions(s) within ACLEA did you hold before joining the Executive Committee and what did you learn from (it/them)?

I was the Chair and Co-Chair of the ACLEA's Best Publications Award Committee for more than 5 years where I learned how to evaluate the top quality books our ACLEA colleagues produce and make difficult decisions.

As a member of the Planning Committee for the San Diego and the Chicago ACLEA meetings, I learned how great it is to work with other talented ACLEA volunteers to plan a large conference, hire speakers, develop a diverse and interesting curriculum, and the satisfaction of hearing the positive feedback from attendees. This was a wonderful growth experience for me because my background is in publications, not CLE programs.

I am currently a co-chair of the Executive Leadership SIG. I have also benefitted from being an active participant on the Membership Committee, Communications Committee, Online Community Special

Get to Know Your ACLEA Executive

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Committee, and the Core Curriculum Committee.

7. What motivated you to become a member of ACLEA's Executive Committee?

After being a member of the Planning Committee for the San Diego and the Chicago meetings, I realized that the more I contributed to ACLEA through my committee work and worked with other ACLEA volunteers, the more I learned and wanted to contribute, so joining the Executive Committee seemed like a natural next step.

8. What would you tell someone who is thinking about running for a position on the ACLEA Executive Committee?

Go for it! Every new role I have taken on with ACLEA has been a great learning opportunity where I have met incredible new people and expanded my knowledge of the CLE world which has benefitted me both as a person and in my role at CEB.

9. What do you think is the most important issue facing CLE organizations today?

The biggest challenge is figuring out how to make our content relevant and accessible to new attorneys. These new attorneys are digital natives and want quick answers, short videos, and everything accessible online.

10. What do you think will change about CLE in the next five years?

Our online content will be converted into smaller pieces, quick answers will be available, and all content will be moved onto a single platform where a robust search engine will show attorneys all the content on a topic (CLE, publications, forms, primary law, etc.) in a single search. Also forms on CD will no longer exist and all forms will be available on the cloud.

11. If you weren't involved in CLE, what do you think you would be doing instead?

Volunteering to help kids through the First Tee golf organization because I enjoy playing golf and the good values that the First Tee promotes – or being a college counselor in a high school.

12. What do you like to do when you aren't working?

I love playing sports with my husband such as tennis, golf, swimming, skiing, and hiking and visiting our two daughters who are living in Texas and Alabama and going to school.

13. Tell us one thing that the ACLEA membership should definitely know about you.

My favorite place in the world is our cabin in Northern Minnesota where I can escape the hustle of San Francisco and technology and enjoy the serenity of sitting by the lake, listening to the call of the loon, and watching a bald eagle or a loon glide by.

Member Moment

John McGill

Practitioner Education, College of Law Australia

PROFESSIONALLY

Current Job: Director, Practitioner Education

A Recent Professional Victory: Launching a new in-house training program

Your Latest Challenge: Creating an articulation program that will give award recognition for non-award professional development.

In My Pre-CLE Life, I Was: a business coach and business development manager

What Brought Me to CLE: My role encompasses leading a postgraduate Master's program and a professional development program.



TECHNOLOGICALLY SPEAKING

I Never Leave Home Without: my iPhone and iPad

My Favorite Software: SimpleMind, I use it to mindmap ideas and notes for meetings.

On My Wish List: I'd love to figure out how to use Evernote more effectively.

Must-See Website(s): www.liberatingstructures.com

PERSONALLY

Recent Good Read: *Key Person of Influence* by Daniel Priestly

Favorite Pastime: Tennis

Date(s) I Never Miss: My wedding anniversary and family birthdays

My Dream Vacation: South America—Buenos Aires and Machu Picchu

Words I Live By: "I wish I could tell you it gets better, but it doesn't get better. You get better." – Joan Rivers

Book Review

Reported by:

Earl Dumitru, President, Association of Law Officers of the Crown

Anyone can do this.

~ Steve Hughes

As a firm introvert who (too occasionally...) has the privilege of speaking with an audience of up to 500 people, I am always on the lookout for good practical advice on presentations. ACLEA has definitely earned its registration fee this year by introducing me to the work of Steve Hughes.

Many of you will have witnessed a Steve Hughes presentation in person – as part of his “Hit Your Stride” programming, as a speaker at your CLE events, or at ACLEA (including the recent Seattle meeting). Now there is a helpful and easy-to-read book length companion – *Captivate: Presentations that Engage and Inspire*.

Captivate has 4 main parts: Crafting Your Talk, Making it Engaging, Delivering Your Speech, and Polishing Your Skills. Each is divided into 5-7 distinct (but well cross-referenced) chapters on discrete topics. You can read the whole book to see the process/flow of crafting and delivering a talk, or you can access specific topics as needed.

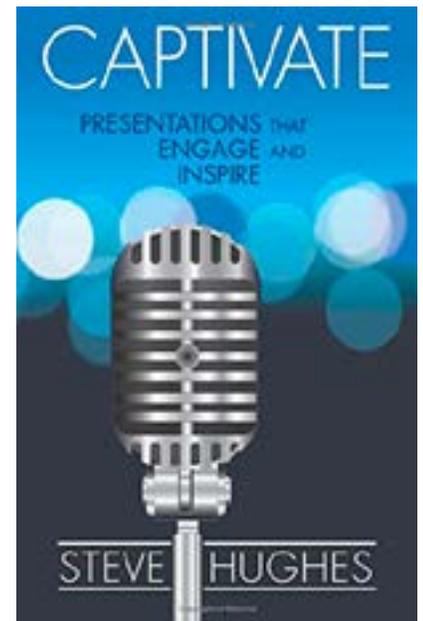
One fun – and helpful – feature is that the book is written as a presentation and applies many of the recommended strategies. For example, storytelling is a powerful tool used in presentations. Chapters 7 and 12 recommend leading with a story (or another attention grabber) and coming back to more administrative matters and introductions. And, you guessed it, Chapter 1 is a story about the big Memphis speech while Chapter 2 is “How to Use this Book”

Some of my key practical takeaways include:

- SPARQ – Grabbing Their Attention from Word One (Ch. 7) – puts the current focus on storytelling in a broader context and gives you additional tools for opening.
- Content trumps delivery; the best delivery is authentic.
- Use eye contact with the audience, enough time to deliver a single thought (probably a sentence or two).
- Do not end your presentation with a Q&A. It can be near the end, but not the very end – you want to control the final message to the audience.

As an added bonus, ACLEA has previously commissioned 4 Steve Hughes “Train the Trainer Videos” which are available on the website: www.aclea.org/?page=train_the_trainer. I found the “Using PowerPoint Effectively” video especially compelling as it addressed how to better present the type of detailed technical information that is often at the core of CLE sessions.

So, my call to action: read the book, watch the videos, and feel more confident about your next presentation!



Frank Wu Opened Our ACLEA Conference in Seattle with an Inspirational Talk on Diversity & Inclusiveness in the Legal Profession

Stephanie Ball

Director of Attorney Development and Recruiting, Best Best & Krieger LLP

Frank Wu, Distinguished Professor at UC Hastings College of the Law, inspired our audience at the ACLEA 52nd Annual Meeting in Seattle. Frank Wu is the author of *Yellow: Race in America Beyond Black and White*. Arguing for a new paradigm of civil rights that goes beyond a black-white paradigm, while also addressing subtle forms of discrimination, his book is widely used in classes on the subject of diversity and inclusiveness in law schools and the legal profession. Frank discussed why diversity is a key component of continuing legal education and practice in his opening talk: **“Diversity and Inclusiveness: Essential Elements in Law and CLE.”**

For too long a wall of uniformity has defined the legal profession. This wall limits entry and advancement based on race, ethnicity, color, culture, gender, nationality, disability, sexual orientation, gender identity and expression, religion, geography and age. A wall has stood in the way of real change. A wall has left the legal profession an anachronism in an increasingly diverse society. Past efforts to increase diversity in the legal profession have been sincere but not inclusiveness enough... not ambitious enough... not robust enough. That's about to change with continuing legal education programs that will work toward eliminating bias in our profession and advocating for diversity and inclusiveness with education.

Following the opening talk, a workshop on **“Increasing Diversity in Your Faculties and Attendees”** was presented by a panel with Frank H. Wu; Robin Nussbaum, PhD, Washington State Bar Association; Fred B. Rivera, Perkins Coie – Seattle Office managing Partner. They discussed how to bring about critical change by increasing diversity and inclusiveness in the legal profession. Robin outlined how the WSBA is prompting diversity, equality, and cultural understanding throughout the legal profession to reflect the changing face of our profession. To provide the highest quality continuing legal education, the WSBA CLE leadership commits to making diversity of faculty a priority.



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Frank Wu Opened Our ACLEA Conference in Seattle with an Inspirational Talk on Diversity & Inclusiveness in the Legal Profession

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In February 2016, the ABA Adopted Resolution 107:

ADOPTED

Encourages all state, territorial and tribal courts, bar associations and other licensing and regulatory authorities that have mandatory or minimum continuing legal education requirements (MCLE) to modify their rules to include as a separate credit, programs regarding diversity and inclusion for the legal profession of all persons regardless of race, ethnicity, gender, sexual orientation, gender identity or disabilities, and programs regarding the elimination of bias.

Our ACLEA 52nd Annual Meeting opening plenary talk by Frank Wu was chosen because we support diversity and inclusiveness in CLE. ACLEA believes that diversity-oriented CLE programs will affect and change both explicit and implicit bias within our profession. As legal educators, we must advocate for elimination of bias in law and society through CLE programs. There is no more important time to do this than now.

Meet Your SIG/Committee Chairs

Justine Maury

Recruiting and Professional Development Manager, Dykema Gossett PLLC

1. Which SIG/Committee do you currently co-chair?

In-House SIG

2. How long have you been involved with this SIG?

I joined ACLEA in 2013 and became the In-House SIG co-chair the next year. I am finishing my two-year co-chair term this year.

3. Why did you choose to join this SIG?

I work for a law firm and the in-house group consists of law firm members.

4. What do you see as the main objectives of your SIG?

Networking with other law firm professional development professionals to share common knowledge, best practices, experiences and ideas.

5. What has the SIG been working on recently?

Discussing ways we can improve/increase the amount of in-house programming at ACLEA conferences and ways to facilitate collaboration with other SIGs and ACLEA.

6. What is your SIG's biggest challenge right now?

Our biggest challenge is incorporating more in-house specific programming into the conferences to ensure our members find value in ACLEA membership. A second challenge is improving collaboration with other ACLEA members (e.g., bar associations, regulators) so that we can work together and benefit from each other's experiences in supporting lawyer development and providing quality CLE when some provider members may perceive in-house members as competitors in providing CLE to lawyers.

7. What resources would be helpful to your SIG right now?

A clear understanding of what resources are available to the in-house group, including programming opportunities and additional in-house programming topics.

8. What is the major reason why one should join this SIG?

In-house members' clients are internal and this creates challenges specific to in-house members. Joining the SIG/Committee allows members to share experiences and ideas.

9. What do you enjoy most in working with this SIG?

Networking with other law firm professional development professionals allows us to share knowledge, experiences and ideas.



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Erin Lemons
Austin, TX

erin.lemons@abila.com

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Columbus, OH

kscher@affinityconsulting.com

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Chicago, IL

tcaliendo@aurachicago.com

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Charlie White
Wakefield, MA

cwhite@beaconlive.com

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Linda Franklin
Charlottesville, VA

lfranklin@casemakerlegal.com

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CE21

Lisa Wise
Austin, TX

lwise@ce21.com

Our Philosophy:

Dream Big and Deliver Bigger. The needs of delivering online continuing education can change radically from one association to another. Our technology platform has been created from the ground up to be incredibly flexible as a driving mandate. This flexibility allows associations to spend less time on “How can I...” and more time on serving their members by efficiently delivering quality content.

CLE Alabama featuring the Business of Being a Lawyer

Daniel Powell
Tuscaloosa, AL

dpowell@law.ua.edu

Mastery of economics, emotional intelligence, finance and service is necessary to be an effective lawyer in the twenty-first century. The Business of Being a Lawyer video CLE series provides tools in each of these areas to help lawyers effectively manage themselves and their careers. Because it is essential to know the market in which we operate, BBL Programs 2 & 6 examine the economic landscape of the legal profession and ways to adapt to the economic changes in our profession. Because skills of emotional intelligence impact our success as lawyers and our happiness as individuals, BBL Programs 7 & 11 discuss emotional intelligence skills relevant to lawyers and the legal profession. Because effective personal financial management dictates our professional and personal choices in life and in light of new and significant financial challenges posed for all adults in the world

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today, BBL Programs 12 and 13 cover personal financial planning issues relevant to lives of lawyers. Because one of the privileges of being an attorney is rendering service to others through our professional skills, BBL Program 14 addresses pro bono and public service.

CLereg

Mandy Aquilina

Columbus, OH

info@clereg.net

CLereg is the Continuing Legal Education Regulators Association. Its purpose is to provide an opportunity for the discussion and exchange of information among administrators of mandatory Continuing Legal Education (MCLE) programs. CLereg membership is open to administrators and the administrative staff of organizations responsible for the regulation of mandatory continuing legal education.

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Joel Oster

Shawnee, KS

joel@comedianoflaw.com

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Kim Kett

Southborough, MA

kkett@gtxcel.com

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Donita Douglas

Austin, TX

ddouglas@inreachce.com

InReach has been helping organizations to provide, improve, and grow continuing legal education online for over a decade and a half. The InReach continuing legal education management system has been specifically designed to meet the needs of bar associations, law schools, and national/international law firms.

Internet for Lawyers

Carole Levitt

Bernalillo, NM

clevitt@netforlawyers.com

For 16 years, Carole Levitt, Esq. and Mark Rosch, principals of Internet For Lawyers (IFL), have partnered with bar associations to conduct all-day seminars (and shorter seminars at the bars' Annual Meetings and Solo & Small Firm conferences) to teach lawyers how to become cybersleuths by using free and low-cost investigative and legal research Internet resources (from Google and Facebook to public records and more). They also teach lawyers how to use Google Cloud Business Apps. Every attendee receives a copy of their book, *The Cybersleuth's Guide to the Internet*. IFL's turn-key CLE seminars are always evaluated by lawyers as the most useful and entertaining seminar they've ever attended. In 2015, IFL launched its law practice management and technology webinar series, featuring well-known ABA authors and other experts in these fields. Carole and Mark are best-selling ABA authors. Carole's latest ABA book is *Internet Legal Research on a Budget*. Carole and Mark have co-authored six books for the ABA: *Google Gmail and Calendar For Lawyers in One Hour*; *Google For Lawyers*; *Find Info Like a Pro: Mining the Internet's Publicly Available Resources for Investigative Research, V.1*; *Find Info Like a Pro: Mining the Internet's Public Records for Investigative Research, V. 2* and *The Lawyer's Guide to Fact Finding on the Internet* (2 editions).

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Lenne' Espenschied CLE

Lenne' Espenschied
Atlanta, GA

lenne.espenschied@gmail.com

My name is Lenné Espenschied and I provide continuing legal education seminars for law firms and law departments. I practiced transactional law for over 20 years; I know what new lawyers need to know to be successful. My passion is helping new lawyers develop the skills they need to thrive in transactional practice. I provide CLE training primarily in the area of contract drafting and current issues pertaining to transactional practice.

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John Alford
Madison, WI

johna@sonicfoundry.com

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Sandy Geller
New York, NY

sgeller@pli.edu

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Michael Al-Megdad
Bethesda, MD

mal-megdad@realmagnet.com

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Jim Jesse
Lawrence, KS

jimjesse@rocknrolllaw.com

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Snowmass Tourism

Jim O'Leary
Snowmass Village, CO

joleary@snowmass tourism.com

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Toni Wilson
Toronto, ON

toni.wilson@videsktop.com

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WALK THE LINE

— *of Success* —

Register online at
www.aclea.org

ACLEA 53rd Mid-Year Meeting

January 28 – January 31, 2017 | Loews Vanderbilt Hotel | Nashville, TN

Walk the Line of Success with ACLEA

Join ACLEA in Nashville for the 53rd Mid-Year Meeting.

Highlights Include:

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- Group fitness options like walking, yoga, and zumba
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 - “Always on My Mind”— Old School Rhetoric and New School Cognitive Science
 - Build Meaningful Relationships — The Coffee Lunch Coffee Approach
 - Myers-Briggs Type Indicator — The Power in Knowing Your Personality
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