

NFPA 2022 JOINT CONFERENCE  
**LEADERSHIP CONFERENCE AGENDA**  
SATURDAY, MAY 21, 2022

<b>TIME (CDT)</b>	<b>TOPIC</b>	<b>SPEAKER</b>
9:00 - 9:10 AM	<b>Welcome and Ice Breaker</b>	<b>Patty Meagher, MnCP</b> <i>NFPA Leadership Coordinator</i>
9:10 - 10:00 AM	<b>Qualities of Leadership</b>	<b>Mianne L. Besser, AACP</b> <i>NFPA Secretary &amp; Director of Leadership Development</i>  <b>Patty Meagher, MnCP</b> <i>NFPA Leadership Coordinator</i>
10:00 - 10:15 AM	<b>Break - stretch your legs, rest your eyes, or chat with attendees</b>	
10:15 - 11:00 AM	<b>Paralegal Panel - Leadership Qualities</b>	<b>Moderator - Patty Meagher, MnCP</b> <i>NFPA Leadership Coordinator</i> <u>Panelists:</u> <b>Yvonne Lewis DeAntoneo, NFPA</b> <i>Director of Membership</i> <b>Deana Stom, JD, Region II Director</b> <b>Lori Wagner, RP, IRP, NFPA Treasurer</b> <i>&amp; Director of Finance</i> <b>Tracey Woolsey, RP, Region III Director</b>
11:00 - 11:15 AM	<b>Break - stretch your legs, rest your eyes, or chat with attendees</b>	
11:15 AM - 12:15 PM	Psychological Safety *1 General DEI CLE Credit pending*	<b>Yen Florczak</b> <i>Chief IP Counsel, 3M Company</i>
12:15 - 1:00 PM	<b>Break - grab lunch, stretch your legs, network with other attendees</b>	
1:00 - 2:00 PM	<b>Characteristics of Inclusive Leadership</b> <i>Remote Presentation</i> *1 DEI CLE Credit pending*	<b>Sybil Taylor Aytch, M.Ed, RP</b> <i>NFPA DEI Committee Chair</i>
2:00 - 2:15 PM	<b>Break - stretch your legs, rest your eyes, or chat with attendees</b>	
2:15 - 3:15 PM	Resilient Leadership *1 General CLE Credit pending*	<b>Lisa Lynch, CRP™, CEDS</b> <i>NFPA President</i> <b>Josie A. Estes</b> <i>NFPA President-Elect</i>
3:15 - 4:15 PM	Recruiting, Engaging and Retaining New Board Members *1 General CLE Credit pending*	<b>Yvonne Lewis DeAntoneo</b> <i>NFPA Director of Membership</i>
4:15 PM	Wrap Up	<b>Patty Meagher, MnCP</b> <i>NFPA Leadership Coordinator</i>

\*\*NFPA reserves the right to change the agenda based on speaker availability\*\*

## Qualities of Leadership

Saturday, May 21, 2022, 9:15 a.m., CDT

What qualities make a good leader? This session will discuss leadership qualities and suggestions on becoming a great leader.

### **Mianne L. Besser, AACP, NFPA Secretary and Director of Leadership Development**



Ms. Besser contributes 26 years of experience as a Litigation Paralegal. Ms. Besser has a background in multiple legal disciplines, with a focus in litigation; she also has extensive trial experience and is well-versed in eDiscovery. Ms. Besser has a BA in Management and Business Administration from the University of Phoenix and a paralegal certificate from the Denver Paralegal Institute, an ABA-approved program.

Prior to being elected as the Secretary and Director of Leadership Development, Ms. Besser served one term as Secretary and Director of Operations; three terms as NFPA Region Director, Region II; Co-Chair, Region Directors; Chair of the State of the Paralegal Profession Committee; Budget Committee member; and Special Projects Coordinator.

At the local level, Ms. Besser served in a variety of positions for the Rocky Mountain Paralegal Association (RMPA), including two non-consecutive terms as President, President-elect, Board Advisor, NFPA Primary Representative, NFPA Secondary Representative, Director-at-Large and Editor. Ms. Besser is an invited CLE speaker for NFPA and has been interviewed for her perspective on the paralegal profession by Andrew Morkes, (College & Career Press), Laurel Vietzen (Practical Contract Law for Paralegals, 3d. Edition), and LawCrossing.com. She has authored, or co-authored, articles which were printed in the National Paralegal Reporter and Trial Talk. While serving as NFPA's Special Projects Coordinator, she authored two White Papers, "Legal Process Outsourcing" and "Ethical Considerations for Paralegals and Social Media".

Ms. Besser's additional professional affiliations include the American Alliance of Paralegals, Inc., and Women in eDiscovery. Ms. Besser is active in her community serving as a member of the Community College of Aurora's Paralegal Advisory Committee. She has also been involved in planned giving events benefitting many local organizations including The Gathering Place, Volunteers for Outdoor Colorado, and Free the Girls.



**Patty Meagher, MnCP, NFPA Leadership Coordinator**

Patty is a corporate in-house paralegal at 3M Company with over thirty years of legal experience. Her focus for the last fifteen years has been on mergers, acquisitions and divestitures. She recently expanded her duties to include Section 16 filings, securities and corporate governance work.

Ms. Meagher completed her Bachelor of Arts degree in Communications in 1994 from Augsburg College and her Associate in Applied Science degree, paralegal program in 1991 from Inver Hills Community College.

Ms. Meagher has been a Minnesota Certified Paralegal since 2021. She has been a member of Minnesota Paralegal Association and the National Federation of Paralegal Associations since 1997. She is currently MPA's NFPA Secondary delegate, NFPA Co-Records

Coordinator and NFPA Leadership Coordinator. She is a past MPA Board Member (Secretary 2006-2007 and Director of Events 2011-2012), NFPA Convention Host Coordinator 2011, MPA Corporate & Securities Sectional Chair 2007-2010, 3M Paralegal Program Co-Chair current, past Chair and Committee member of the 3M Legal Affairs Developing Legal Professionals program 2015-2020, former 3M Diversity & Inclusion member and Co-Chair Events and Communications Committee 2014- 2017, 3M's Women's Leadership Network (WLN) member, former WLN Co-leader Membership & Networking Team, former St. Patrick's School education committee member, former St. Patrick's Parent Group Secretary.

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## Paralegal Panel - Leadership Qualities

*Saturday, May 21, 2022, 10:15 a.m. CDT*

This session will expand on the leadership qualities and how the panelists utilize these qualities in their leadership roles.

**Moderator:** Patty Meagher, NFPA Leadership Coordinator

**Panelists:**

Yvonne Lewis DeAntoneo, *NFPA Director of Membership*

Deana Stom, JD, *Region II Director*

Lori Wagner, RP, IRP, *NFPA Treasurer & Director of Finance*

Tracey Woolsey, RP, *Region III Director*



**Yvonne Lewis DeAntoneo**  
*Director of Membership, NFPA*

Yvonne Lewis DeAntoneo is the NFPA Vice President and Director of Membership. She is responsible for guiding NFPA in attracting and retaining members.

Yvonne Lewis DeAntoneo has been a paralegal, specializing in litigation, since 1988. She began her career in personal injury. Since then, she has also worked in medical malpractice, nursing home defense, mass torts (including medical device litigation, asbestos and tobacco litigation), and nursing home defense. Yvonne has been working in house for various insurance companies for the last twelve years. She is currently a paralegal with State Farm where she works for their local in-house branch, Missie Hendry & Associates, based out of St. Petersburg, Florida.

This is Yvonne's second time wearing the membership hat for NFPA. She previously served as the Vice President and Director of Membership from 2015 to 2019. Prior to that role, Yvonne served as the Region III Director from 2013 until 2015.

In addition to serving on the local board, Yvonne has held various leadership roles with the Tampa Bay Paralegal Association. She was a founding member and the first President of the TBPA upon its formation in 2019.

Yvonne received her Associates in Science in Paralegal Studies from her local college, St. Petersburg College. She continued her education at the University of South Florida and received a Bachelor of Art in English and American Literature.

Personally, Yvonne is the mother of two beautiful teenage girls who fill her life with a lot of love, laughter, joy and a tad bit of worry. When not working or volunteering, Yvonne enjoys spending time with family and friends or reading.



**Deana Stom, J.D.**

*Region II Director, NFPA*

Dean Stom, J.D. is currently specializing in civil litigation, estate planning, and small business matters, and now has over 26 years' experience as a paralegal. She regularly volunteers with such organizations as the Colorado Bar's High School Mock Trial competitions and American Association for Justice, and works to help the participants understand the qualifications and dedication necessary to succeed.

A Colorado native, she earned her JD degree in 2011, after having completed her BA in Political Science in 2008 and earned her AAS in 2002.

Deana has been involved with the Rocky Mountain Paralegal Association since 2018, starting out as an at-Large Director, and shortly after was elected to serve as the Primary Delegate. She has also volunteered with NFPA to assist as Records Co-Coordinator, UPL Committee member, Government Affairs Committee Chair, Marketing Advocacy Committee member and, the Strategic Planning Committee (2020). She has filled a number of leadership positions on numerous other Boards (GAWL and Phi Alpha Delta), and has volunteered with other organizations including: Wounded Warrior Project; The Pueblo Domestic Violence Community Task Force, Inc. Ghost Walk; Nicholas House; Hosea Feed the Hungry; Toys for Tots; Project Open Hand: Atlanta Community Food Bank; American Red Cross; Planned Parenthood; United Way; Firstbook.org; Kids Need to Read; Reading Tree; and, University of Colorado Alumni Association.

The Region II Director is responsible for helping all NFPA associations which are located throughout the Mountain West and Midwest states of Arkansas, Illinois, Kansas, Louisiana, Minnesota, Missouri, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wisconsin, and Wyoming.



**Lori Wagner, RP®, IRP**

*Treasurer and Director of Finance, NFPA*

Lori Wagner is the current NFPA Treasurer and Director of Finance and has been employed by Burt, Blee, Dixon, Sutton & Bloom, LLP, for the past 38 years. During her years with the firm, she has worked in many practice areas of law. Most recently she spends her time split between collections, in-house IT specialist and office administration.

Ms. Wagner started her paralegal career in 1992, and is a member of the Northeast Indiana Paralegal Association (NIPA). She served as President of NIPA in 1997 for a two-year term and then again in 2010 for a four-year term, holding various positions in between. She was the NIPA Primary Representative to NFPA from 2010 – 2016. She received the NIPA Outstanding Paralegal Award in 1997, 2011 and 2014. She is also a member of the Indiana State Bar Association where she received the Outstanding Affiliate Member Award in 2015. She has been registered with the Indiana State Bar Association as an Indiana Registered Paralegal since July, 2015.

Prior to being elected as Treasurer, Director of Finance, Lori served as the NFPA Strategic Planning Coordinator from 2012 - 2015 and then became the 2016 Convention Coordinator. Lori then served on the NFPA Board of Director as Director, Region III from 2016 - 2019.



**Tracey Woolsey, RP®**

*Region III Director, NFPA*

Tracey Woolsey, RP® graduated from Illinois State University in 1993 with a bachelor's degree in criminal justice science. She worked as a court clerk for the first 7 years after college. Tracey began her paralegal career in 1999, starting in litigation and finally finding her passion in corporate and transactional (M&A) work. She has been with Cummins Inc. since 2014 and is currently a Senior Corporate Paralegal – Corporate Administration. Tracey joined her local association, the Indiana Paralegal Association (“IPA”), in 2003 and has served on their board in various positions. She has received

IPA's Paralegal of the Year and Board Member of the Year Awards.

She enhanced her career by becoming a PACE Registered Paralegal in November 2016. She is currently the Region III Director for NFPA and formerly held the positions of PCCE Renewal Coordinator under the Director of Paralegal Certification and Membership Growth Coordinator under the Director of Membership. She is also a member of the In-House Paralegal Committee.



**Patty Meagher, MnCP**

*Leadership Training Coordinator, NFPA*

Patty Meagher, MnCP, is a corporate in-house paralegal at 3M Company with over thirty years of legal experience. Her focus for the last fifteen years has been on mergers, acquisitions and divestitures. She recently expanded her duties to include Section 16 filings, securities and corporate governance work.

Ms. Meagher completed her Bachelor of Arts degree in Communications in 1994 from Augsburg College and her Associate in Applied Science degree, paralegal program in 1991 from Inver Hills Community College.

Ms. Meagher has been a Minnesota Certified Paralegal since 2021. She has been a member of Minnesota Paralegal Association and the National Federation of Paralegal Associations since 1997. She is currently MPA's NFPA Secondary delegate, NFPA Co-Records Coordinator and NFPA Leadership Coordinator. She is a past MPA Board Member (Secretary 2006-2007 and Director of Events 2011-2012), NFPA Convention Host Coordinator 2011, MPA Corporate & Securities Sectional Chair 2007-2010, 3M Paralegal Program Co-Chair current, past Chair and Committee member of the 3M Legal Affairs Developing Legal Professionals program 2015-2020, former 3M Diversity & Inclusion member and Co-Chair Events and Communications Committee 2014- 2017, 3M's Women's Leadership Network (WLN) member, former WLN Co-leader Membership & Networking Team, former St. Patrick's School education committee member, former St. Patrick's Parent Group Secretary.

## Psychological Safety

*Saturday, May 21, 2022, 11:15 a.m. CDT*

Learn about psychological safety which is broadly defined as a climate where people are comfortable expressing and being themselves. In this environment people are sharing concerns and mistakes without fear of embarrassment or retribution. They are also confident to speak up and ask questions when they are unsure.



### **Yen T. Florczak**

*Chief IP Counsel, 3M Company and President of 3M Innovative Properties Company*

Yen Florczak is currently Chief Intellectual Property Counsel for 3M Company and President of 3M Innovative Properties Company. She serves as 3M's Legal Affairs executive sponsor for its Diversity and Inclusion committee. From 2016 to 2019, she led 3M's Asia Pacific intellectual property function, headquartered in Shanghai, China. Ms. Florczak has held various positions of increasing responsibilities in her more than 20 years of experience with 3M. Before entering the legal profession, she gained experience as an engineer at 3M and at Abbott Laboratories. She received her law degree from the University of

Minnesota Law School. She received Bachelor of Science degrees from the University of Minnesota in chemical engineering and in materials science and engineering.

## Characteristics of Inclusive Leadership – Remote Presentation

*Saturday, May 21, 2022, 1:00 p.m. CDT*

Effective governance encompasses defining the culture of an organization. Inclusive leadership invites diverse perspectives and creates an atmosphere where everyone feels their opinions and contributions matter. This leads to improvements in organizational well-being and encourages active engagement and participation. The inclusion of diverse perspectives creates a sense of belonging, provides for mindful and operational validity, and supports cultural authenticity.

Topics to be covered include:

- Identifying Levels of Inclusion
- The Importance of Genuine Connection
- Authentically Leading with Purpose and Passion
- Creating a Culture of Well-being



**Sybil Taylor Aytch, M.Ed. RP®**

*Diversity, Equity, and Inclusion Chair, NFPA*

Sybil Taylor Aytch is a first-generation American and a native of New York City. She is an educator and Registered Paralegal who has interviewed, mentored, and trained scores of paralegal students and entry-level paralegals. She writes and speaks frequently on issues related to the paralegal profession including ethics, technology, utilization, professionalism, and diversity and inclusion. Sybil has extensive experience in complex litigation, commercial bankruptcy law, antitrust law, and trial preparation, specializing in electronic document and discovery management, trial technology, and project administration

Sybil is the Senior Paralegal in the Commercial Bankruptcy, Restructuring and Creditors' Rights group in the Phoenix, Arizona office of the national law firm of Quarles & Brady LLP. Prior to moving to Phoenix, she was a Senior Specialist and Coordinator in the Corporate Restructuring group at Skadden, Arps, Slate, Meagher & Flom LLP in New York for 8 years.

Sybil is also an Adjunct Professor in the ABA-approved Paralegal Studies program at Phoenix College where she teaches Ethics and Professional Practice, Civil Interviewing and Investigation, Bankruptcy, and The Paralegal Profession. From 2004-2008, she served as a member of the ABA's Standing Commission on Paralegals Approval Commission where she led site visits to review applications for ABA-approval at multiple educational institutions. She was previously an Assistant Professor at Western International University where she taught Critical Thinking, Civil Procedure, and Comparative Law.

Sybil holds a double Bachelor of Arts (B.A.) degree in French and English from Smith College in Northampton, Massachusetts and a Master of Education (M.Ed.) degree in Educational Psychology from Northern Arizona University in Flagstaff, Arizona. She was also educated in Paris, France and earned a *Certificat en Littérature* in French Literature from l'Université de Paris- La Sorbonne and a *Certificat en Sciences Politiques* in International Law from l'Institut d'Études Politiques.

Sybil is a member of the Oregon Paralegal Association and has a long history with NFPA. In 2002, she was the recipient of the *Outstanding Local Leadership Award*. From 2007-2010, she served as Ethics Board Chair. Since 2017, she has served as Chair of the Diversity, Equity, and Inclusion Committee and as Bar Association Coordinator. Sybil is also a founding member of the Paralegal Division of the Maricopa County Bar Association in Phoenix and served as its first President in 2002.

From 2020-2021, Sybil served as Co-Chair of the Diversity and Inclusion Advisory Board for the International Practice Management Association. In 2021, she was appointed to serve for a 3-year term as a member of the Arizona Supreme Court's Commission on Diversity, Equality, and Justice in the Judiciary, and as a member of the Maricopa County Bar Association's Diversity and Inclusion Committee.

Sybil is also the co-author of two published textbooks: *Ethics And Professional Responsibility For Paralegals* (8th edition) and *Concise Guide To Paralegal Ethics* (5th edition).

## Resilient Leadership

Saturday, May 21, 2022, 2:15 p.m. CDT

**Merriam Webster's Dictionary defines resilience as** *"an ability to recover from or adjust easily to misfortune or change".*<sup>1</sup>

As a leader it is important to be resilient. That is, to possess the ability to face misfortune or setbacks with a positive attitude and the ability to bounce back quickly. A resilient leader is generally optimistic and able to take a step back and see the bigger picture in any situation. They possess the confidence and strength to move forward amid a set-back and inspire those around them to do the same.

Join Lisa and Josie as they review the key elements of resilient leadership.



**Lisa Lynch, CRP™, CEDS,**  
*President, NFPA*

Lisa Lynch, CRP™, CEDS currently works as an in-house paralegal for Cushman and Wakefield, a global leader in the commercial and multifamily real estate industry in Dallas, Texas. Her role focuses on litigation, eDiscovery and corporate governance.

In 2015, Lisa was elected to the NFPA's Board of Directors as its Vice President and Director of Marketing. In this role she had many accomplishments, including increasing non-dues revenue and brand awareness, modernizing the design of National Paralegal Reporter, and co-chairing the committee that was instrumental in convincing the American Bar Association to change its definition of a paralegal to no longer identify the term "legal assistant" as synonymous with paralegal. In 2019, Lisa was elected to the NFPA's Board of Directors as its Region II Director where she worked closely with the member associations in Region II on issues affecting all member associations. In 2021, Lisa was elected to the NFPA's Board of Directors as its first President-Elect where she works closely with the President and learns the roles and responsibilities to ensure continuity.

Lisa has been involved with the Dallas Area Paralegal Association (DAPA) since 2004. She served as DAPA's President in 2014 and held other positions including President Elect, NFPA Primary, NFPA Secondary, Vendor Advisor, as well as serving on many committees. She has also been a CLE speaker at many DAPA and student events. In 2014, Lisa was presented with the DAPA Paralegal of the Year Award. In 2021, Lisa was presented with the Michele M. Boerder Lifetime Achievement Award. She is also a member of Paralegal Division of the State Bar of Texas and sat on the El Centro Paralegal Advisory Board.

Lisa participates in DAPA's mentor/protégé program and is a volunteer with the Dallas Volunteer Attorney Program and other community service programs benefiting non-profits such as the North Texas Food Bank, Juliette Fowler, TangoTab and The Stewpot.

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<sup>1</sup> <https://www.merriam-webster.com/dictionary/resilience>

Lisa obtained her Paralegal Certificate from the Professional Development Institute at the University of North Texas. In 2011, Lisa was certified by NFPA as a Core Registered Paralegal, becoming one of the first 16 CRPs in the State of Texas and initial 148 paralegals in the nation who passed the pilot exam administered at 12 test sites across the country. Most recently, Lisa became CEDS certified through ACEDS (Association of Certified eDiscovery Specialists).

The President will be the leader of NFPA and a mentor for the paralegal profession. This individual will be responsible to make daily, on-going and long-term decisions regarding NFPA's overall effect on the profession and ensure these decisions are implemented and monitored.



**Josie A. Estes**  
*President Elect, NFPA*

**Josie A. Estes** is employed by Frasca & Frasca, PA in Nashua, New Hampshire where she works in several areas of law, including Probate, Estate Planning, Real Estate, and Business formation.

Ms. Estes graduated with an Associates of Science degree in Paralegal Studies in 2011, joining the Paralegal Association of New Hampshire (PANH) soon after. She served on various committees for the PANH as well as serving on their Board of Directors as Secretary, Vice President, and Primary Representative to NFPA.

Ms. Estes currently serves on the Paralegal Advisory Committee of Nashua Community College, in Nashua, New Hampshire.

Ms. Estes has previous experience serving on NFPA's Board of Directors as the Director of Region V during the years of 2015-2019. In 2021, Ms. Estes was elected NFPA President Elect.

The President-Elect works closely with the President learning the responsibilities of the President to ensure continuity for the Association. At the 2022 NFPA Annual Convention Ms. Estes will be appointed President to serve a two-year term (2022-2024), upon conclusion of her term as President, Ms. Estes will become NFPA's Board Advisor for the next two years (2024-2026).

## Recruiting, Engaging and Retaining New Board Members

*Saturday, May 21, 2022, 3:15 p.m. CDT*

This session will discuss tips for recruiting new board members by reengaging and strengthening your ties with your members, identifying the value of board service and creating an open, inclusive and accepting environment to foster new ideas for moving your association forward.



### **Yvonne Lewis DeAntoneo**

*Director of Membership, NFPA*

Yvonne Lewis DeAntoneo is the NFPA Director of Membership. She is responsible for guiding NFPA in attracting and retaining members.

Yvonne Lewis DeAntoneo has been a paralegal, specializing in litigation, since 1988. She began her career in personal injury. Since then, she has also worked in medical malpractice, nursing home defense, mass torts (including medical device litigation, asbestos and tobacco litigation), and nursing home defense. Yvonne has been working in house for various insurance companies for the last twelve years. She is currently a paralegal with State Farm where she works for their local in-house branch, Missie Hendry & Associates, based out of St. Petersburg, Florida.

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Yvonne received her Associates in Science in Paralegal Studies from her local college, St. Petersburg College. She continued her education at the University of South Florida and received a Bachelor of Art in English and American Literature.

Personally, Yvonne is the mother of two beautiful teenage girls who fill her life with a lot of love, laughter, joy and a tad bit of worry. When not working or volunteering, Yvonne enjoys spending time with family and friends or reading.