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 NALS 2007-08 Region 5 Director

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## REGION 5 NEWSLETTER

Iowa, Kansas, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin

### 2009 REGION 5 CONFERENCE IN WISCONSIN

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**Karen Dempski, PLS**, President of the Wisconsin Association of Legal Professionals, would be happy to host the 2009 NALS Region 5 Conference in Wisconsin. So stay tuned for more details!

There will be a Region 5 meeting during the NALS Educational Conference in Norfolk on **Saturday, September 13, at 5 p.m.** Yes, it's coming up that soon!. If you have any items you would like discussed, please let me know. As of last count, I think we'll have 11 region members who will be in attendance. I'll send out a proposed agenda next week, so send me your thoughts!

### Hope Your Summer was Awesome!

Now that Labor Day is fast approaching and summer is almost behind us, it's time to get back in "NALS mode." Let me know if you have any new ideas for chapter programs, seminars, member recruitment, or marketing, and I'll be happy to share them with the other chapters in our region. Several chapters take the summer off and now is the time to plan the coming year. So let's share those ideas and make the planning easier on everyone!

### WELCOME NEW MEMBERS TO REGION 5!

#### NALS Twin Cities

Tina Meyer  
 Brain & Carlson

Linda Tibbetts  
[ltibbetts@lmc.org](mailto:ltibbetts@lmc.org)

**Become a member of the NALS 2009-2010 Leadership Team!**

**Have you often wondered what it takes to be part of the NALS Leadership team, but were afraid to ask? NALS the TIME to get commit to participate! If you want to be part of this extraordinary Association and share in the excitement of NALS, simply fill out the form (*found at NALS.org*) and return it to Julie Abernathy, PP, PLS.**

**Taking an active role in NALS enhances your member equity, makes it more rewarding for you personally, and is an outstanding way for you to maximize your potential!**

**Dedication and a flexible schedule is a must! Hours vary in accordance with committees or projects, but you should expect to put in a minimum of one hour each month and may be asked to volunteer additional hours as necessary.**

*One of the great things about being a Region Director is that I get sent local and regional newsletters from across the country. I want to share with you a couple of articles that really caught my attention. **These articles are courtesy of Legalities, the newsletter of NALS of Orange County, California.***

**WHAT DOES YOUR EMPLOYER KNOW ABOUT NALS?**

**By Tina L. Boone, PLS**

*There is no Challenge more challenging than the challenge to improve yourself.*

- Michael F. Staley

*You have powers you never dreamed of. You can do things you never thought you could do. There are no limitations in what you can do except the limitations of your mind.*

- Darwin P. Kingsley

*Accept the challenges so that you can feel the exhilaration of victory.*

- George S. Patton

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Many days, we, as members face the challenges of getting our employers to recognize us as legal professionals. NALS understands this feat and has risen to the challenge. They have created an Employers Brochure (<http://www.nals.org/Employer/index.htm>). This brochure lets employers know that there are NO limitations in what we, as legal professionals can, and will accomplish. The Membership Committee would like to challenge you to print the brochure and talk to your attorney, your HR manager, or your employer about the following benefits:

- NALS offers employers a one-stop source for training, educating, and developing a professional staff who will be committed to their legal career and to their law office and practice.
- NALS has the resources and experience to assist in training, educating and maintaining long-term support staff who understand their position on the employer's legal services team.
- NALS has over 50 years of experience in providing support to its nationwide membership of legal professionals through education, professional development and, networking.

And feel the exhilaration of success and victory, when they want to know more about NALS and begin to support you.

**TO EXCEL AT SOMETHING, IMMERSE YOURSELF**

**By Caryn S. Wolchuck, PP, PLS, CPS/CAP**

As you will see from other articles in this issue, some of our chapter members attended

the Region 8 Conference in Tucson in June. It was two-and-a-half days of non-stop education, networking, heat, food, and fun. We were happily joined by a member from NALS of Orange County, Andi Hughes, who attended this conference as a first-timer. I'm sure if you ask her whether she will return, her answer will be a resounding "yes!"

**Are you wondering why we continue to attend conferences? We use our vacation days and personal time to travel to other cities, and we spend our own money to get there. Why do we do it?** I read this quote in the August 2008 issue of Money magazine and I thought it fit NALS members perfectly:

*My father Bob, who was also a C.P.A., used to say "If you really want to be good at something, you have to bathe yourself in it." He taught me that the best investment you can ever make is in your professional education, and that has been the foundation of my career. I thought about that recently when I was giving a presentation about IRAs and someone remarked, "Hey, Ed, you marinate in this stuff." Ed Slott, C.P.A., IRA expert and author of "The Retirement Savings Timebomb...and How to Diffuse It."*

Investing in your career is the best thing you can do for yourself. In this uncertain economy, the legal professionals who excel at their jobs, the ones who continue to make themselves better, are the ones who will survive. They will get new jobs. They will make more money. They will stand out from the rest. Can you say that about yourself?

Our local chapter and our national association is alive with professionals who are constantly in search of making themselves better. You can too. Plan on attending a national conference in the near future. You can decide to attend the Professional Development Conference to be held on March 12-15, 2009 in Tulsa, Oklahoma. Next October, NALS will be in your backyard! The Educational

Conference and National Forum will be held on October 8-11, 2009 at the Hyatt Regency in Irvine, California. You can just take a few days off and get over twenty hours of continuing legal education. When the schedule is printed in @Law early next year, ask your employer to pay the registration. The firm just might say yes!

Please join me in June next year in Las Vegas for the Region 8 meeting. We will be joining forces with Region 7 to make it a great meeting. More details will follow in the months to come. And, of course, I hope to see you ALL next in October 2009 when NALS comes to Irvine!

## **WHAT GENERATION ARE YOU?**

**By Leslie Wolchuck**

I was fortunate to attend the annual NALS Region 8 meeting in Tucson, Arizona, in June and before I write about one of the great sessions I attended, I wanted to say that anyone who is reading this right now should seriously consider attending a Region 8 meeting. You are doing yourself a huge disservice by not making time for yourself and joining a great group of members and future members in advancing your knowledge on a plethora of topics and meeting new friends. The networking alone is worth your time.

Now on to the good stuff. The session was entitled "Millennials on the March – Will Generations Collide in the Workplace?" The speaker was Paula Nailon, J.D., Assistant Dean for Professional Development at the University of Arizona Rogers College of Law.

## **Baby Boomers**

By definition, a Boomer is between the ages of 47-64. There are approximately 76 million Boomers in the U.S. and they are about 47% of the work force. They had an idyllic childhood. They had televisions, albeit, b&w and toys. That generation lived through

McCarthyism, the Cold War, the arms and space race, Vietnam, JFK, RFK, MLK, civil rights, women's lib and flower power. They were also considered the "Me" generation. Boomers are blooming across lifestyles. On the younger side, they're in the throes of kids, education costs, careers and commuting. At the upper end, they're empty-nesting, grandparenting and reinventing retirement. As pensions evaporate, Social Security falters and real estate (their investment of choice) flattens, the current year could be a wakeup call for the Me Generation's financial future; trading up could mean staying put. As ever, they'll scrimp and splurge to share the good life with loved ones, from kids to pets to aging parents. Favorite indulgences are food, travel, creature comforts, tech toys, fun, fitness, hobbies and a well-feathered nest for entertaining. With life expectancy growing, Boomers' focus is on health and hipness quotients to fight "old" aging and keep them in the game.

### **Generation X**

Gen Xers are between the ages of 27-47. There are approximately 47 million Gen Xers in the U.S. and they make up about 33% of the work force. They accept diversity and are pragmatic and practical. They are self-reliant and individualistic who reject rules and mistrust institutions. They can multitask. The majority of this generation were latchkey kids. They have lived through Watergate, Iran Contra, the energy crisis, economic recession and layoffs. They also are very computer friendly and love technology. At the same time, this generation expects immediate and ongoing feedback, and is equally comfortable giving feedback to others. Other traits include working well in multicultural settings, desire for some fun in the workplace, and a pragmatic approach to getting things done.

Generation X saw their parents get laid off or face job insecurity. Many of them also entered the workplace in the early '80s, when the economy was in a downturn. Because of

these factors, they've redefined loyalty. Instead of remaining loyal to their company, they have a commitment to their work, to the team they work with, and the boss they work for. For example, a Baby Boomer complains about his dissatisfaction with management, but figures it is part of the job. A Gen Xer doesn't waste time complaining; she sends her resume out and accepts the best offer she can find at another organization.

### **Millennials**

The Millennial Generation are between the ages of 7-27. There are approximately 79.8 million Millennials in the U.S. and they are just beginning to enter the workplace. They are definitely in need of mentoring, no matter how smart and confident they are. And they'll respond well to the personal attention. Because they appreciate structure and stability. Mentoring Millennials should be more formal, with set meetings and a more authoritative attitude on the mentor's part. This generation is being raised at the most child-centric time in our history. Perhaps it's because of the showers of attention and high expectations from parents that they display a great deal of self-confidence to the point of appearing cocky. As you might expect, this group is technically literate like no one else. Technology has always been part of their lives, whether it's computers and the Internet or cell phones and text pagers. It was very interesting to learn about the generational differences. As long as we all treat each other with respect, there is no reason why we all can't get along.

### **Do you know who you are?**

***And I thought this was a great article written by a first-timer. We all have to be a first-timer once!***

**NALS Region 8 Conference 2008 Tucson, Arizona: The First-Timer's Eye View**

**By Andi Hughes**

I have to admit, this was my first NALS conference away from the comfort of my county. I had to travel and was very nervous. I had the absolutely worst flight connection ever! I barely made the welcoming dinner. It was monsoon weather and my shuttle person took the "long way" hoping she would avoid the monsoon ... but no, we stayed side by side with the monsoon. So, I arrive at the hotel fatigued and actually rushed. I go to the reception table and there is my name tag ... with a First Timer ribbon! Great – make me stick out. Actually, it was me who made my nerves worse. I saw my fellow chapter gals who welcomed me and immediately introduced me to Region 8 members. I was told to go in and sit at any table. The ladies there were so welcoming, I found myself not even insecure that I was "alone" (meaning without my family). The next thing I know, Joani Yingling (an Arizona member) is taking me and a few others to Coldwater Creek to shop. She is such an enthusiastic person. I bought clothes and then helped others choose their picks.

The next day, my shy self went downstairs and looked around at the tables. I sat down and all these others sat down around me. So welcoming and just wanting to chit chat about all sorts of stuff. Then the seminars begin. They weren't just specific to Arizona law I quickly found out. That was such a relief! The speakers were great. Then we went to the Gaslight Theatre. What a kick!

I was so impressed at how many past presidents of NALS attended this conference. I was impressed at NALS President Dee

Beardsley's timeline of NALS. Such a wonderful presentation and to see her encourage us to find a way that we may join a committee volunteer at an event, whatever we can do to move NALS forward.

I realized how much work goes into these conferences. So, I have already volunteered for Vegas June 11-14 2009 and the National Conference in Irvine in October 2009. So, for the newbies – you don't have to worry about being new or lost. There are those experienced conference attendees who see you coming and help you along! What an enjoyable experience! Come on and join us.

**OTHER NALS NOTES**

**Court Observance Week**

**October 13-17, 2008**

**Theme: "Justice - How You Can Make a Difference"**

Each year the Education Committee chooses a theme to assist members in preparing for the Week. This year the committee has chosen "Justice - How Can You Make A Difference?" So what is Justice and what does it mean to you? What can You do to make a difference in our justice system?

Check NALS.org for more ideas on how to celebrate Court Observance Week.

**CERTIFICATION EXAMS**

**New Advanced Manual Available:**  
Thomson West Publishing, in cooperation with NALS' Text Development



Committee, has released the new 9th edition of NALS Advanced Manual for the Lawyer's Assistant. This is "required reading" to prepare for the PLS and PP exams and for teaching the NALS Legal Training Course. Accompanying student and teacher guides are also available. The Manual retails at \$75 and can be ordered at [www.west.thomson.com](http://www.west.thomson.com).

P.S.: The current Text Development Committee is working on updates to the 9th Edition of the Basic Manual for the Lawyer's Assistant, with the 10th Edition to be released in 2009. Applications for the March 7, 2009, certification exams should be postmarked by January 1, 2009.

**Foundation Grant Deadline:** Does your Chapter or State need additional funds to increase membership, encourage certification, or perhaps promote marketing? Perhaps NALS Foundation can help. To be considered for a grant, complete and mail a NALS Foundation grant application before the deadlines. The next deadline is **September 1.**

**NALS Chats:** Go to the NALS website to check the upcoming schedule of chats. All sessions (including the Online Study Group) will start at 8 p.m. central time. Take a look at the upcoming sessions and for more sessions look at the complete schedule for 2008-9 and mark your calendars today!

Online Learning Centers sessions are scheduled to last about one hour while Online Study Group sessions are scheduled to last

two hours, and you are welcome to join chats already in progress. Contact Jay Moore at [moore@nals.org](mailto:moore@nals.org) to suggest a center topic, schedule a learning center session, or request a log of previous sessions.

*Change of Address? New Phone Number or Email Address?* If you have a change in your contact information, it is YOUR responsibility to make sure that information is updated with NALS, as well as your chapter and state. Simply complete the Change in Status Form (found under NALS members)online or print the form and mail it to the Resource Center.  
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*Let me know if there is any news from you, your chapter, or your state that you would like shared with the members of our region, and I'll include it in the next newsletter. I hope to have lots to report from Norfolk!*

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