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**What's Happening at the
Independence Chapter?**

We learned about our amygdala!

As reported by Amy Y. Coral and Dena Lyons, Independence Chapter

The Independence Chapter held its annual installation of officers at a dinner meeting on March 29th at the Plymouth Country Club. Forty plus members enjoyed cocktails and dinner prior to the business and educational portions of the meeting.

Karen Chellew, Education Committee Chair, introduced the guest speaker, Dana Lightman, PhD, whose topic was; "There's No Such Thing As Difficult People."

Dr. Lightman gave an informative and enlightening speech. She pointed out that our interpretation of an event is often more important than the event itself, and that the key to a successful outcome is how we manage our reaction. We need to manage our emotions and choose our responses.

Dr. Lightman told us that the part of the brain that protects us from danger is called the *Amygdala*. When presented with a "situation," the Amygdala "highjacks" our ability to react. There are five types of "highjack" reactions: fight, flight, faint, freeze or fret. Can you identify which you are more likely to do? She pointed out that you cannot solve a problem if you are in the middle of a "highjack." She said, "You are least able to influence when you are highly charged." So the goal, which is to exert our influence, is to stay centered and neutral. Some days this is really a challenge as we lead our firms!

Dr. Lightman also said that power lies in managing our own reactions and managing our expectations. We should use active listening skills, focus on the objective, don't get "sucked" into the drama, talk the same language as the person trying to create the drama, and remember, it's a process not an event.



Continued on page 3



Front L-R:
S. O'Donnell, President;
Speaker, Dr. Lightman;
K. Chellew, V.P.

Back L-R:
C. Brown, Adaptive;
P. Giglio, Adaptive



Happy Spring! As I look out my office window the world outside is waking up. Trees are budding, flowers are blooming, birds are singing and a new year begins for the Independence Chapter.

Our year started out with our quarterly Chapter dinner on March 29th where our new board members were installed and where we also learned that "There Is No Such Thing as Difficult People." This was a lively empowering presentation by Dr. Dana Lightman, a motivational keynote speaker of Power Optimism.

On April 28th, we have in store for you a half day workshop with Ellen Freedman, CLM, Law Practice Management Coordinator for the Pennsylvania Bar Association entitled "Best Practices for Effective Financial Management." No matter what position you hold in your firms this is a subject that is vital to all.

Our business partners are a valuable asset to our Chapter. It is their support that helps us to provide you with the many educational opportunities that the chapter offers. Please mark your calendars for June 7th for our annual Business



SHARON O'DONNELL

Partner event. This is a purely social event where we have the opportunity to get together with them to thank them for their support throughout the year. Watch your emails for the official invitation.

This is just a sampling of what your board and committee members have in store for you. Our full calendar of events is listed on our website at www.ala-independence.org.

Oh and do not forget your monthly Brown Bag Luncheons held in four different locations. These luncheons give you the opportunity to chat with your fellow members and share ideas in a comfortable, informal setting.

As I said in my previous article, we are always looking for new faces and ideas to keep our Chapter moving forward. There are many opportunities to get involved. If you don't have the time right now for a major commitment maybe you can work with us on a once and done project. When you receive that email or phone call from a fellow member, please take the time to listen and ask questions. You may find that this is the year to join the ranks and make a difference.

I hope to see you soon!



Please take a moment out of your busy day and like and follow us on Facebook, follow us on Twitter and join us on LinkedIn.



Our Facebook page is The Independence Chapter of the Association of Legal Administrators at <https://www.facebook.com/pages/Independence-Chapter-of-the-Association-of-Legal-Administrators/454195598030125?ref=hl>. Please "Like" our page and "Follow" us.



Our handle on Twitter is [@Independence ALA](https://twitter.com/Independence_ALA). Please "Follow" us.



Our LinkedIn address is www.linkedin.com/in/independencechapterala. Please join us.

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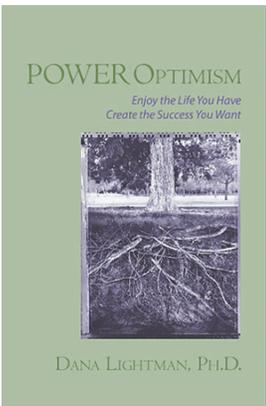
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Dinner Meeting *continued from page 1*

Pat Isaacson, regional representative for ALA, and Chris Brown and Patrick Giglio of Adaptive Solutions, our sponsors, also enjoyed the presentation by Dr. Lightman. Dr. Lightman provided each guest with a complimentary copy of her book or CD entitled "Power Optimism." For more information, please visit Dr. Lightman's website at www.danalightman.com.



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BROWN BAG LUNCH SESSIONS:

MONTHLY

Bucks County – 1st Wednesday

(Diane Scholl, Law Offices of William L. Goldman, PC)

Montgomery County – 2nd Wednesday

(Joan Wean, Hamburg, Rubin, Mullin, Maxwell & Lupin)

Chester/Delaware County – 3rd Wednesday

(Diane Burkhardt, Lewis Brisbois Bisgaard & Smith LLP)

West Chester Area – 4th Wednesday

(Susan Ondeck, Unruh, Turner, Burke & Frees)

MAY 22-25, 2016

ALA ANNUAL CONFERENCE & EXPO

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Los Angeles Convention Center, CA

JUNE 7, 2016

BUSINESS PARTNER HAPPY HOUR

Dave & Busters

Plymouth Meeting, PA

Please check our website for additional details.



EDUCATIONAL WEBINARS AVAILABLE ONLINE

REMINDER – The following Webinars are Available to All Independence Chapter Members on our Website through the Members Portal

- The Ethics of Email & Social Media** 11/13/2013
Presented by Thomas E. Spahn, J.D.
- Saying the Hard Things with Aloha**..... 10/16/2013
- Forecasting the Realistic Budget**.....9/18/2013
- Financial Reporting Methods that Allow Intelligent Business Decision** 8/21/2013
Presented by Barry Jackson, CLM, CPA
- Negotiate the Lease: Maneuver the Maze of Real Estate Options**..... 7/17/2013
Presented by Mike Kennedy, SIOR, Burke Kennedy, J.D., Chrissy Cornelius, CCIM
- Leveraging Technology for Small Firms**.....6/19/2013
Presented by Debbie Foster
- Marketing (Mis)Alignmnet: Closing the Gap Between Marketing and Law Firm Leadership**5/15/2013
Presented by Marcie Borgal Shunk, Michael B. Rynowecer
- Mentoring: It's Deja Vu All Over Again**.....4/17/2013
Presented by Michael Moore, J.D.
- Initiating Alternative Fee Arrangements**..... 3/20/2013
Presented by Frederick J. Esposito, Jr., CLM
- Profitable Law Firms – There's No APP for That**..... 2/20/2013
Presented by Karen Steinberger, CLM and Jim Allen, CLM
- Microsoft Office Tips & Tricks**.....1/16/2013
Presented by Ben M. Schorr, Roland Schorr & Tower

- Dealing with Substance Abuse in the Workplace**..... 11/14/2012
Presented by Lynn Hanks, MD, FASAM
- Marketing on a Shoestring Budget** 10/17/2012
Presented by Sally Schmidt, Schmidt Marketing
- Of Foxes, Hedgehogs & Law Firm Profitability**9/19/2012
Presented by Vincent M. Bell, J. Mark Santiago
- Records Management...Information in All Media**.....8/15/2012
Presented by Dana C. Moore
- Change Leadership: A Boot Camp to Drive Organizational Change**7/18/2012
Presented by Rachel Schaming
- Technology Management: The Good, the Bad and the Ugly** 6/20/2012
Presented by Barron K. Henley, Esq., Debbie Foster
- Safe Stress!**..... 05/16/2012
Presented by Judith A. Hissong, CLM
- The Role of Legal Administrator in Legal Practice Management**4/18/2012
Presented by Pamela H. Woldow, Esq.,
- The Art of Active Listening** 3/21/2012
Presented by Debra L. Bruce, JD, PCC
- Selling Blue Elephants: Client Marketing Retention and Loyalty**1/18/2012
Presented by Dr. Howard R. Moskowitz



UPCOMING WEBINARS OFFERED BY ALA NATIONAL

MAY 5, 2016 2:00 - 3:00 P.M. CST

PART 1: MAPPING – THE ESSENTIALS OF A POWERFUL PROCESS IMPROVEMENT TOOL

Are you under growing pressure to do more, faster for your firm? Do you want to lead initiatives that will improve the productivity and efficiency of your business and administrative teams, and increase your firm’s profitability and competitiveness? If yes, you’re not alone. This two-part webinar, you will be introduced to process improvement in the legal industry. Gain tools you can use immediately to improve the business and administrative processes that support a thriving, profitable and competitive law practice.

MAY 18, 2016 2:00 - 3:00 P.M. CST

PART 2: MAPPING – EXPANDING ON THE ESSENTIALS OF A POWERFUL PROCESS IMPROVEMENT TOOL

Increasingly, attorneys and legal administrators are turning to Lean and other proven business improvement methodologies to better manage workflow and deliver greater value to both internal and external clients. You can develop more productive, efficient, and effective practices without having to spend more hours at the office. Join us in Part 2 of Mapping to map the process and use it to identify improvement opportunities.

JUNE 2, 2016 2:00 - 3:00 P.M. CST

CLOUD COMPUTING 2.0: THE NEXT WAVE OF TECHNOLOGY FOR LAW FIRMS

By now we all know that cloud computing is here to stay, and law firms are beginning to put more than just email or back ups in the cloud; they are moving their entire networks. Join this webinar to discuss the shift in the legal industry of placing total networks (firm data, applications, storage, email, etc.) in the cloud in comparison to the traditional onsite server and desktop computing model to which we have all been accustomed.

JUNE 15, 2016 2:00 - 3:00 P.M. CST

INNOVATING LEGAL PRACTICE THROUGH TALENT MANAGEMENT

How is the new, emerging workforce in law firms – multi-disciplinary, multi-generation, multi-cultural and multi-talented – shaping change in the legal profession? Join this webinar to discuss the consequent impact on law firm leadership, management and legal service delivery. We will identify and discuss the new and emerging role of law firm intrapreneurs and how they are driving a culture of innovation in law firms that is leading to a new type of resilience, adaptability and profitability.

JUNE 21, 2016 2:00 - 3:00 P.M. CST

WORKING THROUGH THE BUREAUCRATIC RED TAPE OF DECISION-MAKING

The structure of government organizations and large firms can create an abundance of red tape that slows down decision-making, discourages creativity and stifles innovation. Organizations with hierarchical structures are often bound by rigid controls making them less able to respond to changing conditions in the legal environment and more apt to frustrate dedicated workers. Join this session to receive strategies and action steps to boost your power and keep things moving.

JULY 7, 2016 2:00 - 3:00 P.M. CST

KICK UP YOUR INTERNAL TRAINING: HOW ADULTS LEARN

Adults are characterized by maturity, self-confidence and autonomy and they generally are more practical, while at the same time less open-minded and receptive to change. All these traits affect their motivation, as well as their ability to learn. Join this webinar to learn ways to improve your staff’s training so they walk away saying, “Wow I really learned a lot and enjoyed it, too”.

JULY 19, 2016 2:00 - 3:00 P.M. CST

BUDGETING BETWEEN SETTLEMENTS: AVOIDING THE CASH CRUNCH

For Personal Injury/Plaintiff firms, managing cash flow is of paramount importance. Proper budgeting, financing, and banking can keep the practice running smoothly in both the generous times as well as the lean times. What financial tips and tools can you use in order to even out your cash flow? Join this webinar to get practical advice on how to manage the finances of a personal injury/plaintiff practice and avoid the cash crunch.

JULY 20, 2016 2:00 - 3:00 P.M. CST

CREATING PROACTIVE LEADERSHIP

Law firm leadership requires many different skills, and most importantly, continual growth. Join this webinar to discuss the contrast in proactive and reactive leadership, the places where each belong, and how to develop your own proactive leadership style.

AUGUST 4, 2016 2:00 - 3:00 P.M. CST

CREATING HIGH-PERFORMANCE PRACTICE GROUPS

Your firm appointed partners to positions as practice leaders, whom everyone thought would do the job (and who promised that they would try). They were provided with some basic training; and your management team endeavored to meet with them all, periodically, to provide a bit of a pep talk. But in spite of all of your efforts, only a few of your groups that are performing as you had hoped. What to do? Join this webinar to examine the key structural impediments that your leadership team need to address to ensure that your groups function effectively and can succeed.

AUGUST 17, 2016 2:00 - 3:00 P.M. CST

CLIENT INTELLIGENCE IS THE NEW COMPETITIVE INTELLIGENCE

In a hyper-competitive marketplace understanding the unique drivers that cause clients to become deeply loyal is what defines the most successful client relationships. Yet lawyers and law firms continue to struggle with their clients’ increased expectations of “business savvy” from their counsel.’ And while legal markets and the buyers of legal services are evolving, so too is the practice of law firm Client Intelligence (CI). This webinar will look at the evolution of legal CI over the past decade, and provide some insights into the current trends for law firm competitive intelligence.

SEPTEMBER 1, 2016 2:00 - 3:00 P.M. CST

DEVELOPING LEADERS IN YOUR LAW FIRM

Most firms have long since realized they need effective leadership not only at the top of the firm but also spread throughout it, leading practice groups, offices, client or industry groups, and important committees. But many lawyers are reluctant leaders, and even those who are willing to lead sometimes lack the right skills. Join this webinar to hear how you can help your firm develop the leaders they will need to remain successful in a challenging environment. We’ll review the most effective means of developing these skills, which include not only traditional forms of training opportunities but also “learning-by-doing” approaches and senior-level coaching and sponsorship. Gain the practical advice you need to implement these methods and design effective leadership development programs in your firm.

SEPTEMBER 6, 2016 2:00 - 3:00 P.M. CST

USPTO NEW PATENT CENTER TOOL

The United States Patent and Trademark Office (USPTO) is working on an exciting new project to improve the electronic patent application: eMod, the eCommerce Modernization project, which features a unified interface with all of the capabilities from today’s tools in a single place, and so much more. Patent Center will replace the Electronic Filing System - Web (EFS-Web) and the Patent Application Information Retrieval (PAIR) system. Join us to learn more about the Patent Center, which will be released in 2017. We will share some wireframes of the new Patent Center tool, share what users can expect in 2017, and gather your feedback.

SEPTEMBER 21, 2016 2:00 - 3:00 P.M. CST

PUNCTUATION MATTERS

Bad punctuation diminishes your credibility and prevents the smooth flow of ideas. Even worse, your message can be misinterpreted or unintelligible. Proper punctuation, however, effectively guides readers through your message, never getting in the way, while leading them to your conclusion. This isn’t your grandfather’s boring punctuation lecture. It’s an engaging tour through the effective use of punctuation and the stylistic conventions for using punctuation to advance your argument.



Continued on page 6



UPCOMING WEBINARS OFFERED BY ALA NATIONAL

continued from page 5

OCTOBER 6, 2016 2:00 - 3:00 P.M. CST

ACCOUNTS RECEIVABLE—CAN I WRITE YOU A CHECK?

Your firm may focus on getting a client in the door and maximizing billable hours, but what do you do when the client doesn't pay? Law firms are home to unique revenue generating challenges. Do your clients perceive value for their legal services? Should your firm consider alternative fee arrangements? What about collection suits for payment? Learn what practices work best in the collection process – from client intake to billing. Explore what changes you can make to reduce bad debt, improve collections and build better client relationships.

OCTOBER 19, 2016 2:00 - 3:00 P.M. CST

TOMORROW'S INFORMATION GOVERNANCE – UNDERSTANDING THE LIFECYCLE OF INFORMATION

Establishing an effective information governance program can be a complex undertaking. Organizations habitually over-retain information, especially unstructured electronic information, many relying on individual employees to decide what should be kept and for how long and what should be disposed of. On the opposite end of the spectrum, a minority of organizations have tried centralized enterprise content management systems and have found them to be difficult to use. The result is huge amounts of data end up on employee workstations, on removable media, in cloud accounts or on rogue SharePoint sites and are used as "data dumps" with or no records management or IT supervision. Join this webinar to discuss a better way to use and manage information and lower the cost of storage as well as decrease the risk associated with eDiscovery.

NOVEMBER 3, 2016 2:00 - 3:00 P.M. CST

COMMUNICATION STRATEGIES FOR BUILDING TRUST IN THE WORKPLACE

Trust is essential across all levels in organizations, yet it can be extremely difficult to obtain. Most managers and employees agree that trust enhances team synergy and reduces overall on-the-job stress. However, one of the main reasons that employees feel dissatisfied in their jobs is lack of trust in the relationships with their managers and colleagues. Building trusting relationships requires practice and effort. Join this webinar to focus on the key areas of building and breaking trust in the workplace, as well as various strategies that managers can implement to create and maintain productive employee relationships and team satisfaction.

NOVEMBER 16, 2016 2:00 - 3:00 P.M. CST

HR CHECKLISTS: ESSENTIAL IN RIDING THE FIRM AND EMPLOYEE LIFE CYCLES

HR checklists are essential in managing a company's life cycle: from start-up, growth, maturity and decline to ensuring that a new attorney or employee will be welcomed on their first day of employment as if we knew they were coming weeks ago. HR Checklists are vital tools for the administrator and HR professionals in preparing tasks for organizational change and ensuring a positive experience for the newly hired employee, through the employee and firm life cycles.



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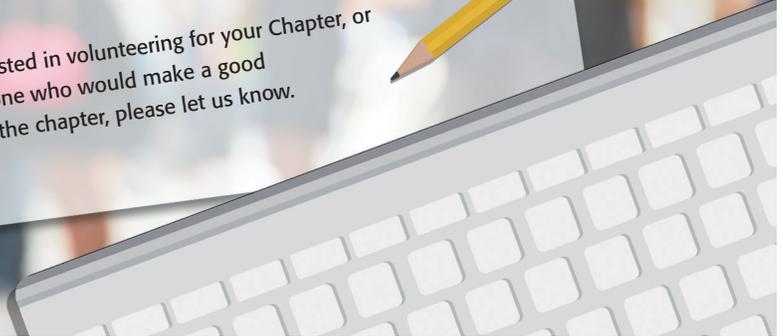
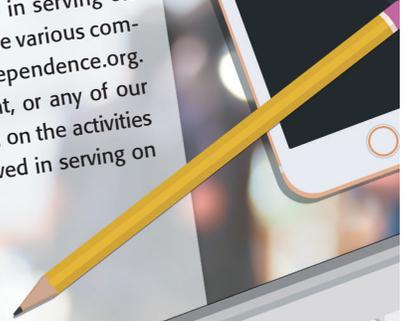
CALL FOR VOLUNTEERS

by April Fugate, Newsletter Committee

Do you love writing, meeting new people, taking pictures? Can you tweet and post at the speed of light? If you said yes to any of those questions, then we would **LOVE** to have you on one of our committees!

We are always looking for members who may be interested in serving on any one of a number of committees. To learn more about the various committees, please visit the Chapter website at: www.ala-independence.org. Or, you may call Sharon O'Donnell, our Chapter President, or any of our officers and/or committee members for more information on the activities of a particular committee or the time commitment involved in serving on a committee.

If you are interested in volunteering for your Chapter, or know of someone who would make a good contribution to the chapter, please let us know.



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Independence Chapter

A Chapter of the Association of Legal Administrators

SHARON O'DONNELL President
Health Care Law Associates 610-828-3888
sodonnell@healthcargroup.com



Sharon A. O'Donnell is the Office Administrator of The Health Care Law Associates, Inc., in Plymouth Meeting, PA. She has been a member of ALA and the Independence Chapter since 1997. Sharon has served the chapter as Publicity Chair, Vice President, Chapter Secretary, Chair of Education Committee and most recently as President-Elect. Sharon resides in Harleysville, PA with her husband, Tom and son, Patrick.

DIANE BURKHARDT President Elect
Lewis Brisbois Bisgaard & Smith LLP 215-977-4079
burkhardt@lewisbrisbois.com



Diane Burkhardt is the Office Administrator for the "Philadelphia" Office of Lewis Brisbois Bisgaard & Smith LLP in Wayne. Diane has been a member of ALA since 2006 and is a Past President of the Phila. Chapter. In 2014, Diane joined the Independence Chapter where she serves as 2nd Vice President and is on the Education Committee. She enjoys cooking, knitting, traveling, and spending time with her dog. She resides in Langhorne with her son Eric.

APRIL FUGATE Vice President
Johnson Matthey Inc. 610-971-3020
april.fugate@jmsa.com



April Fugate is the Manager – Legal Administration for Johnson Matthey Inc. located in Wayne, Pennsylvania. She has been a member of ALA and the Independence Chapter since 2011. April is the First Vice President and Co-Chair of the Newsletter Committee for the Independence Chapter. She resides in Collegeville with her husband, Jim.

KAREN CHELLEW Vice President
Weber, Kracht & Chellew 215-257-5114
kchellew@wkclaw.net



Karen D. Chellew is the Firm Administrator of Weber, Kracht & Chellew in Perkasio, PA. She has been a member of ALA and the Independence Chapter since 2010. Karen has served the chapter as Publicity Chair and has served on the Membership Committee. Karen resides in Perkasio, PA with her husband, Joe and her son, Nicolas.

DENA DIBONA LYONS Secretary
Gadsden Schneider & Woodward LLP 484-683-2626
dlyons@gsw-llp.com



Dena Lyons is Board Secretary and serves on the Community Challenge Committee. Dena's work experience spans various positions with The Hay Group, Drinker, Biddle & Reath, LLP and Gadsden Schneider & Woodward LLP where she currently is Firm Administrator. Dena enjoys entertaining and gourmet cooking, travel, and the outdoors spent with her family and friends. She is married with three adult children and lives in Lansdowne.

CONNIE SOTA Treasurer
Heckscher, Teillon, Terrill & Sager 610-940-2600
csota@htts.com



Connie is the Financial Manager at Heckscher, Teillon, Terrill & Sager, P.C., located in West Conshohocken, PA. The firm specializes in trusts and estates along with estate litigation and special needs trusts. Connie has been a member of ALA since 1997 and has been a Board member since 2000. She has served on the Bar Liaison Committee as Committee Member and Committee Chair. Connie is a resident of Cherry Hill, NJ.

ALA MISSION STATEMENT



The Association of Legal Administrators' mission is to improve the quality of management in legal services organizations; promote and enhance the competence and professionalism of legal administrators and all members of the management team; and represent professional legal management and managers to the legal community and to the community at large.



EDUCATION

Karen Chellew, Sandy Caiazzo & Diane Burkhardt

MEMBER SERVICES

Membership:

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Diane Burkhardt – Chester/Delaware Counties

Diane Scholl – Bucks County

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COMMUNITY RELATIONS

Community Challenge: Amy Coral, Dena Lyons & Maureen Stankiewicz

Publicity/Photos & Nametags: Sue Cressman

Publicity/Press Releases: Lindsey Goldberg

VENDOR RELATIONS

Legal Expo: Joan Wean, Sue Cressman, Faye Hunsberger, Lisa Blair & Michele Scarpone

Business Partners: Janet Molloy, Alissa Hill & Heather Godley

REGIONAL COUNCIL REPRESENTATIVE

Past President: Cristin Bucciaglia

FINANCE

Board

WELCOME NEW MEMBERS

Stephanie F. Lewis _____ slewis@fsalaw.com

Chief Administrative Officer

Friedman Schuman

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Lisa Powell _____

lpowell@gawthrop.com

Office Manager

Gawthrop Greenwood, PC

Suite 100, 17 E. Gay Street

West Chester, PA 19381

610-696-8225



BOARD MEMBERS

(at the March 29th Educational Event)



MISSING FROM PHOTO:
PRESIDENT-ELECT
Diane Burkhardt

TREASURER
Conni Sota

SECRETARY
Dena DiBona Lyons

PRESIDENT
Sharon O'Donnell

VICE PRESIDENT
Karen Chellew

VICE PRESIDENT
April Fugate



INDEPENDENCE CHAPTER EDUCATIONAL EVENT

ACTIVE SHOOTER PREPAREDNESS

by April Fugate

On a very snowy Tuesday, January 26th, ALA Independence Chapter hosted its first educational event of 2016. Members and guests gathered with our Chapter's event sponsors, USI Affinity and All State Legal, while Detective Joseph Rovnan and Stacy Irving presented, "Enhancing Workplace Safety." Detective Rovnan, Counter Terrorism Operations, Philadelphia Police Department and Stacy Irving, Senior Advisor, Homeland Security Planning, Programs & Strategic Partnerships, discussed how to be best prepared in the event you are faced with an active shooter situation.

Detective Rovnan and Ms. Irving's presentation was packed with important information starting with, what is an active shooter through taking preventative measures.

A very broad overview of the highlights attendees could take away from this session:

Protecting your people
 Know your environment – inside and out
 Take a look at your building
 Develop your emergency plans
 Test your plan – don't wait for something to happen and expect people to know what to do!
 Have a plan B

Detective Rovnan and Ms. Irving walked the attendees through the planning process, planning partnerships (such as local police/fire departments), available training and preventative measures. They also shared planning and prevention resources and materials.

Some helpful resource links include:

- Philadelphia Police Department Homeland Security www.phillypolice.com
- Delaware Valley Intelligence Center www.dvicphila.org
- United States Department of Homeland Security www.dhs.gov/active-shooter

In closing, when I sat down to write this article I knew I would never be able to reflect how much important information attendees were given during this presentation, and how very lucky we were to have Detective Rovnan and Ms. Irving's expertise for the evening.



L-R: D. Burkhardt, J. Rovnan, K. Chellew, S. Irving, S. O'Donnell, S. Caiazzo

ALA Independence Chapter Board Members with Event Sponsors USI Affinity and All-State Legal



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Patricia Mosesso, *President*

Patricia has been involved in the selection, evaluation and management of attorneys, paralegals and other legal staffing for most of her career. While serving as a corporate officer in a major international corporation, she directed the entire legal function. In addition to partner and practice group placements, Patricia arranges law firm mergers. Patricia strives to understand the unique career needs of each attorney and how they fit the requirements of her client-firms in order to assure lasting positive results for all concerned.



Judith Camiel, *Director, Attorney Career Development*

Judy brings a wealth of experience to Morgan Wentworth based on her familiarity with the greater Philadelphia area legal and judicial community resulting from her tenure as Administrator to the Lawyers' Club of Philadelphia for the last twelve years. Her ability to connect with individuals at all stages of their careers and her empathetic nature serve her well in assisting attorneys through critical career decisions. A master's degree in Counseling and Human Relations prepares Judy to understand and value the needs of the various parties in order to bring about a successful association.



Karen Ash, *Director of Staff Recruitment*

Karen streamlines the hiring process by eliminating time-consuming tasks such as reviewing endless unrelated resumes or interviewing inappropriate candidates. Karen's clients and candidates appreciate her in-depth style – matching skills, experience, and temperament with firm culture, practice areas, and business needs.



Ernest G. Szoke, *Chairman*

After a distinguished career as Chief Legal Officer of a U.S. subsidiary of an International multi-million dollar company, Ernie devotes his time as an entrepreneur, building and assisting start-up companies. His work as an attorney and legal executive have given him the breadth of knowledge he uses to advise Morgan Wentworth's management and recruiting team in their efforts to grow Morgan Wentworth. "Ernie" also connects well with candidates who need coaching and advice in reaching their career goals.



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