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“Leveraging Your Leadership Style”

A Breakfast with Pamela Varkony

October 1, 2015

By Karen Chellew, Firm Administrator, Weber Kracht & Chellew

On October 1, Pamela Varkony, speaker, writer and commentator, presented to the members of the Independence Chapter of the ALA at our Fall Educational breakfast, an interactive and informative session on the topic of “Leveraging Your Leadership Style.”

Pamela Varkony is a sought-after speaker, writer, and commentator. Her in-sights on life, leadership, politics, and the human condition are read and heard across four continents. Pam speaks and trains frequently on the subjects of leadership, gender diversity, and their impact on corporate cultures and government policies.

Continued on page 5



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mindSHIFT FAST FACTS

- mindSHIFT’s talent included in **Computerworld’s 2016 Premier100 Technology Leaders**, and most recent **MSPmentor 250** honoring the world’s top Managed IT Service Provider executives
- 6th straight year in top 5 of the **MSPmentor 501** identifying the world’s top 501 Managed IT Service Providers
- Named to the **2015 Talkin’ Cloud 100** list of the world’s top cloud services providers; and, **CRN’s 2015 Managed Service Provider 500 (MSP500) and Solution Provider 500 (SP500)** lists of leading IT providers in North America
- Recognized for providing “Exceptional Customer Support” for 8th straight year in **2015 ILTA/Inside Legal Technology Purchasing Survey**
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Five Tips to Create a Secure and Productive BYOD Mobile Work Environment

Our personal and business lives have become forever linked with our ability to bring our personal Apple iPhone, iPad, Android, BlackBerry or other smartphone or tablet device into the law office. Better known as “BYOD” or Bring Your Own Device, this trend is here to stay.

Here are five tips to help manage and secure those personal devices while letting lawyers and staff use what makes them most productive at work. Be sure to visit bit.ly/BYOD-tips to download the full whitepaper with five more tips!

Set Company-wide Policies Before You Do Anything Else

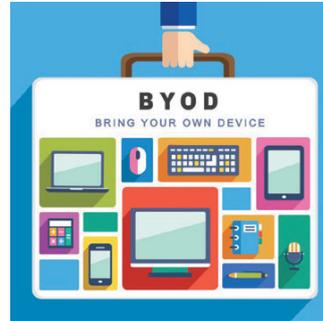
Mobile devices are used across all departments within law firms. It is important to understand how Mobile Device Management (MDM) policies will affect everyone across the firm. Here are some questions to consider:

- **Devices:** Will all devices be supported? Only those provided by the firm? Only employee owned devices? Only smartphones or tablets?
- **Data Plans:** Who will pay for the data plan – the firm or the employee? If the employee is provided a stipend, how will they be compensated?
- **Compliance:** Are there specific industry regulations which your firm must follow?
- **Security:** What types of security measures are needed – password protection, virus and spam protection, encryption, etc.?
- **Applications:** Are there applications that should not be allowed to be installed?
- **Agreements:** Do you currently have an acceptable usage agreement in place with employees?
- **Service Access:** What resources will you allow employees to access – email, business applications, your wireless network? What will you not allow them to access?
- **Privacy:** What personal data will or will not be collected from employees?

These are just a few questions to get you thinking. There may be many more that are unique to your business’ needs.

What You Don’t Know Can Hurt You

Sending out an email to all employees requesting that they let you know how many mobile devices they have will not give you real insight into how many and what types of devices are connected to your network. A formal MDM solution will allow you to monitor, in real time, your company’s email environment and detect all the devices that are connected to your network. And, it will keep you informed each time a user tries to connect.



Follow the KISS Rule. No, Not the Rock Band KISS

Keep it simple. The more complex your solution, the more headaches you will have and the less likely you will be to get employees to comply. Once you’ve identified all the smartphones, tablets and other mobile devices across your organization, make it as easy as possible to enroll your users. From an IT perspective, you want to be able to enroll devices in bulk or allow users to self-enroll. From a user perspective, they should receive an email with simple instructions and a

link that automatically enables MDM on their device.

Maximize Efficiency with Over-the-Air Deployment

A Mobile Device Management solution should not cause more work, headaches or distractions. The goal is to secure and manage company data and increase the productivity of everyone. A cloud-based MDM solution lets you activate users and provide them with their email, contacts, calendars, VPN connection, documents and apps over-the-air from wherever they may be. This will help maximize efficiency and productivity for both you and them.

Let Your Users Serve Themselves

You will reduce calls to the help desk and make users happy if you enable them to have some control over their devices. A good self-service MDM solution will let users:

- Perform PIN and password resets if they forget the current one.
- Use a web portal to geo-locate a lost device using mapping integration.
- Remotely wipe a lost or stolen device to remove all sensitive corporate data.

Be sure to visit bit.ly/BYOD-tips to download the full whitepaper with five more tips!

And for information about mindSHIFT Technologies and our IT services for law firms, visit www.mindSHIFT.com, or connect one-on-one with a local mindSHIFT legal IT solution specialist: Tommy Rotunno (Tommy.Rotunno@mindSHIFT.com; 267-852-3258) or Michael Ubaldini (Michael.Ubaldini@mindSHIFT.com; 267-852-3274).



Michael Ubaldini



Tommy Rotunno



SHARON O'DONNELL

Oh my! What happened to 2015? We blinked our eyes and it is over. As I look back on my first ¾ year as president, I first want to thank all of my fellow board and committee members for all they have done. Their help and support have been invaluable to me. I know that they sometimes work behind the scenes without much recognition, and I would like to rectify that if I may.

Firstly, I would like to thank my Board of Directors: President-Elect, Karen Chellew; 1st Vice President, April Fugate; 2nd Vice President, Diane Burkhardt; Secretary, Dena Lyons; Treasurer, Conni Sota; and finally, our Immediate Past-President, Anne Paisley. These ladies tirelessly put in time and effort to help our Chapter run smoothly.

Secondly, I would like to take this opportunity to recognize our Committees. Your Education Committee consists of Karen Chellew, Diane Burkhardt and Sandy Caiazzo, all who diligently work to secure speakers to present on the many challenges that we, as administrators, face. Your Membership Committee, Joan Wean and Cristin Bucciaglia who recruit, enroll and welcome new members into the organization. Your Technology Committee, Cristin Bucciaglia and Diane Burkhardt, are responsible for maintaining and updating the Chapter's website. These ladies have a huge job in 2016 as we embark on a full redesign of our website. Your Newsletter Committee, Linda Andrews, April Fugate and Anne Paisley, work many hours to put together our award-winning Patriot News. Your Vendor Relations Committee consisting of Janet Molloy and Anne Paisley develop our Business Partner brochure and marketing materials, and provide our existing and potential vendors with many sponsorship opportunities. Your Community Relations Committee consists of Amy Coral, Dena Lyons and

Maureen Stankowitz and they are responsible for planning and implementing Chapter activities to allow us to "give back" to the community. Your newly-formed Social Media Committee, Lindsey Goldberg and Anne Paisley, maintain our Facebook, Twitter and LinkedIn sites with information and articles about the legal industry. And lastly, your Expo Committee of Joan Wean, Sue Cressman and Faye Hunsberger who, year-after-year coordinate the Region's Premier Expo for Legal Professionals.

As illustrated by the above list, "it takes a village." These people are the backbone of our Chapter. Without their efforts, our Chapter would not run as smoothly. If you have an opportunity to meet or speak to any of these volunteers, please don't forget to thank them.

Also, as you can see, there are many ways to get involved. We are always looking for new faces and ideas to keep our Chapter moving forward. There are many opportunities available, so please consider getting more involved. 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.

A new year is upon us. Let's take the time to be thankful for all that we have. Renew a friendship or create a new one. Think about becoming part of that 'village'.

Remember that this is your organization and your chapter. Your thoughts, opinions and suggestions are always welcome.

I wish you all a very Happy, Healthy and Prosperous 2016.

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/IndependenceALA). Please "Follow" us.



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


www.ala-independence.org

EDITORIAL POLICY This newsletter is published by the Independence Chapter of the Association of Legal Administrators. Opinions expressed in articles and advertisements contained herein are strictly those of the contributors and advertisers, and do not necessarily reflect the opinions of the Independence Chapter or its members. Reprinting of any portion of this newsletter by any means including photocopying, recording or any information storage and retrieval system, is prohibited without permission of the Editor and Author.

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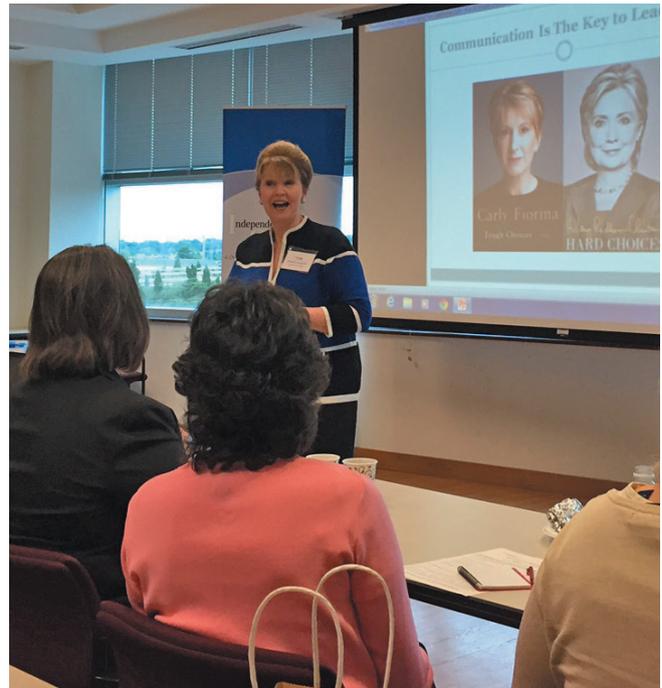
Leveraging Your Leadership Style *continued from page 1*

During this presentation, we learned how to focus on enhancing the power and effectiveness of our communication skills. Through useful tools and interactive conversation and various team exercises, we learned to understand that our strengths and the strengths of those around us, enables us to provide more effective leadership to our firms and teams.

During the two hours we spent with Pamela, we learned how to:

- Analyze our communication style and the style of those around us;
- Understand gender-based communication differences;
- Demonstrate the strength of positive language techniques;
- Improve interpersonal relationship skills for conflict resolution and negotiation; and
- Understand differences between effective writing and effective speaking.

We were able to take away from Pamela's presentation useful, real-world tips and techniques to help us better manage our firm and achieve our goals.



Pamela Varkony during her presentation.

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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

(Diane Wenner, Gawthrop Greenwood, PC)

JANUARY 26, 2016

EDUCATIONAL EVENT: "Active Shooter Preparedness"

Ralph's of South Philly,
King of Prussia, PA 5:30 p.m.

MARCH 29, 2016

**CHAPTER QUARTERLY MEETING/
EDUCATIONAL EVENT**

Location TBD

APRIL 28, 2016

EDUCATIONAL EVENT: "Financial Forum"

Location TBD

Please check our website for additional details.


www.ala-independence.org

Independence Chapter – 2015 Beneficiaries

Ronald McDonald House
Crime Victim Center of Chester County
Chester County Fund for Women & Girls
Cradles to Crayons

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 Leadership5/15/2013
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 Profitability9/19/2012
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 Change7/18/2012
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 Management4/18/2012
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 Loyalty1/18/2012
Presented by Dr. Howard R. Moskowitz



UPCOMING WEBINARS OFFERED BY ALA NATIONAL

February 2, 2016 2:00 – 3:00 p.m. CST

LEGAL PROCESS IMPROVEMENT; GOING LEAN WITHOUT GETTING HEAVY

Legal departments routinely experience increased workload expectations despite already constrained resources stretched too thin. This presents an unsustainable model for legal departments. As a result, in-house lawyers must make trade-offs on client requests, often deprioritizing meeting deadlines and quick turnaround in favor of quality work product. However, failing to meet client requests can detrimentally impact the company by creating “business drag”—a decrease in business value or profitability due to legal work arriving too late to provide any real value. We will present approaches from leading legal departments to improving processes through systematic identification of workflow inefficiencies; prioritization of process improvements that solve true drivers of inefficiency and benefit the company; and low-effort, high-impact.

February 4, 2016 2:00 – 3:00 p.m. CST

TRIMMING THE FAT

Being able to clearly and succinctly describe your vision or what you want done is one mark of an effective leader. Verbose writers create a confused (at best) or adversarial (at worst) audience through their long-winded writing. No one should have to read a sentence more than once, and this seminar will show you how to shed those words and make your writing concise by trimming the fat from your sentences. The result: lean and muscular ideas.

February 17, 2016 2:00 – 3:00 p.m. CST

EXPANSION STRATEGIES TO GROW YOUR FIRM

In an increasingly competitive environment, law firm leaders continue to explore strategies that will allow them to increase the depth and breadth of their practices and ensure their stability and legacy. Join this webinar to take a closer look at three expansion strategies – firm mergers, practice group acquisition and lateral hires – and the homework that must be done in considering each strategy. We will discuss the role of due diligence, preparation of a business model, the role of benefits, and the potential of cultural disruption in expanding and growing your firm.

February 23, 2016 2:00 – 3:00 p.m. CST

LEVERAGING THE POWER OF EMPLOYEE ENGAGEMENT IN GOVERNMENT

This is not an easy time to be working in the public sector. Heated budget battles and rhetoric about the size, function, scope, and effectiveness of government have generated criticism not just of government but also of the public servants who deliver government services. One proven response to maintaining government effectiveness in this difficult environment is to improve the level of employee engagement. Research has clearly and convincingly shown that improving employee engagement will drive higher levels of organizational performance, reduce turnover and yield other important workforce benefits. This webinar will focus on empirically-proven approaches to improve employee engagement in government jurisdictions and agencies.

March 3, 2016 2:00 – 3:00 p.m. CST

FIVE EMPLOYMENT LAW ISSUES THAT SHOULD KEEP EVERY LAW FIRM ADMINISTRATOR AWAKE AT NIGHT AND WHAT TO DO ABOUT THEM

Some of the most perplexing and complicated human resource problems facing law firm administrators are also those that tend to recur. This webinar will deal with five of the most problematic issues: Wage and Hour Compliance; Internships; Contract Lawyers; Impaired Lawyers and Staff and Hostile Work Atmosphere (Aren't all law firms “hostile” workplaces?).

March 16, 2016 2:00 – 3:00 p.m. CST

OUTSMART YOUR STRESSORS!

Your responsibilities require you to be at the top of your game every day. Become more effective and less stressed

while impressing colleagues with your ability to remain effective and calm as you successfully surmount even the most challenging situations and pressures. Learn to manage your stress, relieve the pressure it brings, and regain control.

April 5, 2016 2:00 – 3:00 p.m. CST

THE GENERALLY ACCEPTED RECORDKEEPING PRINCIPLES®

It has not always been easy to describe what good recordkeeping looks like. Yet, this question gains in importance as regulators, shareholders, and customers are increasingly concerned about the business practices of organizations. The Generally Accepted Recordkeeping Principles developed by ARMA International members form the basis upon which every effective records program is built and are the yardstick by which any recordkeeping program is measured. This webinar presents an overview of the ARMA International Maturity Model for Information Governance, a tool for appraising and evaluating the maturity of an organization's recordkeeping programs that will help you manage your firm's records.

April 7, 2016 2:00 – 3:00 p.m. CST

MANAGING PARTNER / FIRM LEADER INTEGRATION

Strong relationships are central to successful leadership. Communication is nearly 70% of a leaders' job, so understanding your Managing Partners' communication style is critical to your success. We will be uncovering the layers of leadership required for success, starting with communication and including motivations and strengths. We will discuss how culture is impacted by the relationships at the top – executive committees, administrative teams and task forces – and take back ideas to improve your relationships, and your leadership.

April 12, 2016 2:00 – 3:00 p.m. CST

USPTO EMOD TEXT PILOT PROGRAM

The United States Patent and Trademark Office (USPTO) is working on eMod, the eCommerce Modernization project, an exciting new project to improve the electronic patent application process by modernizing its filing and viewing systems. During this webinar, we will share additional information about the USPTO eMod Text Pilot Program, which will start in summer 2016. We will discuss the benefits of filing in text, and what that means for the overall patent application filing and management process.

April 19, 2016 2:00 – 3:00 p.m. CST

LITIGATION FUNDING: ETHICAL RESPONSIBILITIES

Litigation funding is becoming more common these days. Most legal consumers cannot afford the attorney's standard rate or the costs of preparing a lawsuit for trial. When a third party agrees to pay a client's legal fees or costs, tensions can arise between the lawyer's duty to the client and the third-party payer's expectations. Join this webinar to address some of the ethical questions that can arise in non-insurance, third-party payer situations. Provide practical guidance to the attorney confronted with such a situation and to suggest how the attorney can comply with his or her ethical responsibilities.

April 20, 2016 2:00 – 3:00 p.m. CST

BRAND YOURSELF! HOW TO DIFFERENTIATE YOURSELF AND STAND OUT IN A CROWD

Are you being recognized and valued for who you are and what you offer? Positive differentiation is an important strategy in developing a game plan for a successful career and in creating a plan to attract the ideal clients and employees for your firm. Your individual brand captures the essence of what you have to offer and helps you articulate what makes you unique. Join this thought-provoking webinar to hear how to create interest and enthusiasm for what you offer and enhance your image among colleagues, clients and other key relationships.



2015-2016 BOARD MEMBERS



Independence Chapter

A Chapter of the Association of Legal Administrators

SHARON O'DONNELL President
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sodonnell@healthcaregroup.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.

KAREN CHELLEW President Elect
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.

APRIL FUGATE Vice President
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april.fugate@jmusa.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 Collegetown with her husband, Jim.

DIANE BURKHARDT Vice President
Lewis Brisbois Bisgaard & Smith LLP 215-977-4079
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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.

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.

COMMITTEES & MANAGEMENT TEAM



EDUCATION

Karen Chellew, Sandy Caiazza & Diane Burkhardt

MEMBER SERVICES

Membership:

Joan Wean & Cristin Bucciaglia

Brown Bag:

Joan Wean – Montgomery County

Diane Burkhardt – Chester/Delaware Counties

Diane Scholl – Bucks County

Diane Wenner – West Chester County

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Newsletter: Linda Andrews, April Fugate & Anne Paisley

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Webinars: Lindsey Goldberg

COMMUNITY RELATIONS

Community Challenge: Amy Coral, Dena Lyons & Maureen Stankiewicz

Publicity/Photos & Nametags: Sue Cressman

Publicity/Press Releases: Diane Wenner

VENDOR RELATIONS

Legal Expo: Joan Wean, Sue Cressman, Faye Hunsberger & Don Rubendall

Business Partners: Janet Molloy & Anne Paisley

REGIONAL COUNCIL REPRESENTATIVE

Immediate Past President – Anne Paisley

FINANCE

Board

WELCOME NEW MEMBERS

Ruth G. Conway _____ rconway@lambmcerlane.com

Controller/Benefits Administrator

Lamb McErlane PC

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West Chester, PA 19382

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Heather Lauren Godley _____ hgodley@stradley.com

Stradley Ronon, Great Valley Corporate Center

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Malvern, PA 19355-1481

610-640-5819

Brian K. Hoffman _____ bhoffman@gawthrop.com

Firm Administrator

Gawthrop Greenwood, PC

Suite 100, 17 E. Gay Street

West Chester, PA 19381

610-696-8225



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Heather joined Stradley Ronon Stevens & Young, LLP in September 2015 as the Regional Office Manager for three of Stradley's offices located in Malvern, PA, Cherry Hill, NJ, and New York, NY.

Her first position in a legal environment was at Fox Rothschild's Exton office, fresh out of college, fifteen + years ago. At that time, Heather didn't know what she wanted to do professionally, so she thought it was a good step to get a "real" job in the "real" world. Little did she realize that this "real" job was the start to her career as a legal administrator.

The administrative coordinator role she held at Fox taught her a great deal about the legal community, and she loves it. Heather loved the team she worked with, the day-to-day office support, the events, everything was great. She



worked as an administrative coordinator for close to seven years and spent nine years at Fox.

Heather also spent some time in the marketing department working on local and national events for the firm's offices. After a short time in marketing, with two very small children, she decided that she needed to take a step back from her very busy schedule and spend more time with my family. She went in a completely new direction and worked in education for almost three years, teaching preschool and then in the advancement office at The Academy of Notre Dame de Namur in Villanova, planning all of the Academy and Parents' Association events. She thoroughly enjoyed planning events and the flexible schedule was ideal having small children at home, but professionally, she felt something was missing.

Continued→

Delaware Valley LEGAL EXPO 20th ANNIVERSARY EVENT NOVEMBER 10, 2015

By Suzanne Cressman,
Rubin, Glickman, Steinberg and Gifford, PC

The Delaware Valley Legal Expo celebrated its 20th anniversary this year! It is hard to believe we have been co-sponsoring this event with the Montgomery Bar Association for 20 years. The years have flown by. This year's expo was one special celebration. We moved the event to a new venue--The Sheraton Valley Forge--which accommodated all vendors and attendees in one beautiful ballroom.

Excitement was in the air as the attendees began to arrive. The vendor floor was overflowing, having sold out the floor with 70 vendors in attendance. We were very fortunate to have seven sponsors. Our Presenting Sponsor was USI Affinity; our Silver Sponsors were Apex IT Group, Omega Systems Consultants, PCS, Proxus, and U.S. Legal Support; and our 20th Anniversary Celebration Sponsor was Legal Internet Solutions, Inc. Without the strong support of all of our business partners, we would not be able to bring such a valuable expo to our members and the legal community. Our Chapter and the Montgomery Bar Association are extremely grateful for this support which allows us to bring this event to you year after year.

The expo was attended by judges, lawyers, law firm administrators and managers, paralegals, and support staff. There was a wonderful party atmosphere throughout the ballroom as attendees walked aisle by aisle. Each aisle brought different vendors and services. There was computer technology (hosted and on site), copy and printer equipment, trial presentation technology, telephone technology, accounting, practice management, and financial software programs just to name a few. In addition, many service companies were on hand including banks, insurance sales, retirement plan, investment and employee benefit services, office supply sales, property damage services,

Continued→





Member Profile, continued

Last summer, Heather received an email from a fellow ALA member, alerting her that there was an open position for a Regional Office Manager at Stradley. The timing was perfect! She knew that she wanted to get back into the legal world, and this was her opportunity to do so. She applied, interviewed, and five months later, she moved into the position and couldn't be happier. She manages three offices in three different states with three great teams of people, and she said that she finally feels professionally challenged and fulfilled on a daily basis.

Heather lives in Malvern with her husband, two children, two dogs, one cat and two goldfish. Their little ones are very active in sports and activities, so on weekends you can find her cheering on the sidelines of the soccer fields, hosting playdates and shuttling kids back and forth to birthday par-

ties, dance and swim lessons. She is busy, and enjoying it!

A few of her favorite things (when she is not crazy with my family) includes cooking...

Baking...not so much (way too much measuring involved!). She loves eating out with friends and family and enjoying good food and wine, and she LOVES to shop! Retail therapy is definitely the best therapy in her book.

Shortly after Heather was hired at Stradley, she joined the Independence Chapter, ALA. Heather knew about the Chapter when she worked at Fox and attended the Delaware Valley Legal Expo every year where she got to meet a lot of great people, so it was a no-brainer to join ALA.

Heather looks forward to attending upcoming ALA events and working with many of the members in the years to come.

Legal Expo, continued

legal research services, court filing services, records management services, accounting and payroll services, staffing services, court reporting services, nurse consulting services, auction services and gift creation services. The event provides a beneficial opportunity to meet many vendors in one location, saving time and money. Even if you are not looking for something today, you will be tomorrow. It is invaluable to get to know these vendors before you are faced with a pressing need for their services. This is the most important reason to attend our expo.

But, as usual, food, door prizes and giveaways were also in abundance. The vendors offered terrific door prizes this year. Fortunate recipients left with Flyers tickets, movie tickets, apple and pumpkin pies, wine, Amazon gift cards, American Express gift cards, Visa gift cards, Kindles, Surface Pros, baskets of cheer, restaurant gift certificates, Keurig Coffee Machines, and snack baskets. Our Chapter gave away an Apple Watch and Steve Lupin was our lucky winner! The Montgomery Bar Association's door prize was a Surface Pro and James Lee won their prize.

If you missed this past year's event, we hope you will come out this year. The date is Thursday, November 10, 2016, from 3 pm to 7 pm at The Sheraton Valley Forge. Mark your calendar now so you do not miss it!





Holiday Dinner

By Lindsey Goldberg, Office Administrator,
Fox Rothschild LLP



Dena Lyons, Administrator,
Gadsden Schneider & Woodward LLP

Chapter members met on December 10th for a holiday dinner at Alfredo's in Berwyn. Our private room was very rustic with long, aged wood tables, rock clad walls and a terracotta floor which all helped to keep the temperature down during the ungodly warm December we experienced.

We nibbled on an antipasti platter while enjoying a glass of wine before everyone arrived. Our delicious 4-course meal started with bruschetta and included fresh salad, homemade butternut squash bisque, an entree of our choice and was complete with cannoli's. Our delightful meal was followed by a gift exchange amongst the chapter members. To keep with the holiday spirit of giving, the attendees brought several sets of children's pajamas and underwear to be donated to 'Cradles to Crayons' in Conshohocken. Cradles to Crayons is a charity organization that provides needy children from birth through age 12 with the essential items they need to thrive at home,

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Holiday Dinner, continued

school, and play. On December 11th, Conni Sota and Sharon O'Donnell delivered two carloads full of new items to the charity. Renee Nicolo, Manager of Community Engagement at the center, was very thankful for our donations and expressed how important underwear and warm pajamas are at this time. We are honored to be part of this worthy cause.



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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. Patricia taught paralegals corporate law and job search preparation, and successfully managed the placement office of a paralegal school. Patricia continually strives for a deeper understanding of the needs of the legal community in order to meet the specific needs of clients.



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.





Is It Time to Make a Move?

You may feel like you've reached a plateau in your career. Maybe you don't have as much enthusiasm for your current job and wonder where else you might go. Perhaps you've been in the same job for a few years, but the compensation you feel you deserve is not forthcoming. What should you do? You may have your resumé posted on multiple job boards, networked at all the right functions and read all the pertinent publications but have not received any nibbles. Don't give up – contact a recruiter.

Whether you're a seasoned professional or a newcomer, it's always a good idea to start a relationship with a recruiter. This is especially true for people in the legal profession. There are so many diverse components in a legal firm that recruiters play an integral part in their success.

The best recruiters provide the following benefits:

Connections

You've probably heard that success depends on "who you know," and to a degree, that is true. Recruiters usually know many of the personnel of each firm (perhaps they helped place them). It's this knowledge that can give you the inside track to a potential employer.

Expertise

Recruiters possess a great deal of knowledge of the cultures of each firm, salaries and hiring trends. Frequently, they have a legal background themselves, so they are intimately familiar with many of the practices. They are aware of positions opening up that are not and won't be advertised. Many firms rely exclusively on recruiters to fill any and all positions within their company.

Coaching and Support

Are your objectives clear and well-defined? A recruiter will help you with your resumé and coach you with interviewing styles and techniques. If you've built a good solid relationship with a legal recruiter, he or she will be your best cheerleader and can ensure your resumé gets to the correct person in a firm at the right time.

These are just a few reasons why a recruiter can be your best ally in your career. Their success depends on your success and they will work hard to ensure a good match.

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