Go For It!
Creating Your Path To Success
Could You Be Someone’s “Wingwoman”?  

I recently participated in a Law Week Colorado Roundtable on diversity and inclusion, and spoke about the importance for women and diverse lawyers of finding a sponsor. A sponsor is someone who not only provides guidance to prepare a protégé for a position, but makes the case for the protege to be promoted to that position.

Not all of us have the political capital to be a sponsor, however. Does that mean there is little we can do to champion and support other women?

Not at all. Even peer to peer, there is so much we can do to support women and facilitate the CWBA’s mission: To advance women as leaders in the law.

At our “Storming The Bench” program in November, Judge Diane Terry revealed that she would not have applied for the Court of Appeals if a sitting judge had not encouraged her, telling her “to believe in [herself].” United States Magistrate Judge Kristen Mix reinforced Judge Terry’s impassioned message to support one another and never to stand in each other’s way.

At the 2015 National Conference of Women’s Bar Associations, Dr. Arin Reeves, a leading researcher in the field of diversity and flexibility, challenged attendees to support one another with business development. She even advocates a friendly competition, where “competitor” colleagues each partner with top rainmakers in the firm to see which pair can generate the most business over a given period.

It is frequently reported that women are not always perceived well when they self-promote. Thus, it may be beneficial to have an “office wingwoman” (SELF, Oct. 2015, at 72) point out your accomplishments and ensure you receive credit for your ideas.

I have read that Tina Fey and Amy Poehler are friends who also push each other to achieve great things in their respective careers. A little encouragement goes a long way. I have observed and experienced first-hand the power of saying to someone, “You should go for this position or promotion, ‘you would be great.’”

Those simple words can make a big difference to someone’s career. No political capital required.

Judge Theresa Spahn was appointed to the Denver County Court bench in 2014. Previously, she worked as a partner in private practice with Wedgle & Spahn, as director of the O’Connor Judicial Selection Initiative, as the executive director of the Office of the Chair’s Representative, as a magistrate in the 17th Judicial District, and as a district deputy attorney in Adams and Mesa counties.

She has been practicing law since 1988.

Shelby Deeney is a Deputy Public Defender in the Office of the State Public Defender Appellate Division. She has been practicing law since 2013.

What is personal fulfillment?

Judge Spahn: I work hard to wake up, be happy every day, stay grounded, and figure out how to give back and be kind. At this point in my life, I find a lot of personal fulfillment through friendships and family. I also try to get out in different communities, whether legal or my neighborhood.

Ms. Deeney: For me, personal fulfillment is being on a successful career path while still cultivating other areas that give me joy, like training for a new personal record, writing a short story, or even experimenting with a new recipe in the kitchen.

Where do you look for fulfillment?

Judge Spahn: As women, we all look for fulfillment through a number of different ways. One is clearly through our careers; otherwise we wouldn’t work as hard as we do! I also find fulfillment by participating in my community—both professionally and personally. When I look back over my time serving on the CWBA and other boards, I think about the friendships I developed and how much I learned. I found real pleasure in donating my time and seeing the fruits of our efforts.

Ms. Deeney: Luckily, I have always wanted to work in my current field, so even when I work long hours, I still enjoy it. Outside of work, every Wednesday and Friday morning (even when it’s 6 degrees), I attend a free fitness group called November Project, which has helped me achieve fitness goals and introduced me to a great group of energetic, people. When you work out and have fun at 6 degrees, you truly feel like you can accomplish anything.

For me, personal fulfillment is being on a successful career path while still cultivating other areas that give me joy, like training for a new personal record, writing a short story, or even experimenting with a new recipe in the kitchen.

We asked two lawyers from different generations:

How do you define and find fulfillment?  

Judge Spahn: Balance… it’s hard. Never forget that it’s hard work to be a lawyer. We didn’t pick an easy career. That’s why it can be so fulfilling. But remember to cut yourself a break. Also, don’t be afraid to try new things. I’ve been able to do many different things as an attorney. It wasn’t always easy but I was brave enough to jump in and try new things, and I certainly benefited from the different experiences.

Ms. Deeney: Before I went to law school and during my first year of law school, I only focused on success in my career, but I have found that having balance overall helps me. I never played any sports growing up, so when a friend and I wanted to sign up for a half marathon in the spring of 1L year, I thought she was crazy. But on a whim, I decided to try. I learned that the more I balance myself physically and professionally, the more fulfilled I am personally.

What is your advice to achieve fulfillment?

Judge Spahn: Balance… it’s hard. Never forget that it’s hard work to be a lawyer. We didn’t pick an easy career. That’s why it can be so fulfilling. But remember to cut yourself a break. Also, don’t be afraid to try new things. I’ve been able to do many different things as an attorney. It wasn’t always easy but I was brave enough to jump in and try new things, and I certainly benefited from the different experiences.

Ms. Deeney: Luckily, I have always wanted to work in my current field, so even when I work long hours, I still enjoy it. Outside of work, every Wednesday and Friday morning (even when it’s 6 degrees), I attend a free fitness group called November Project, which has helped me achieve fitness goals and introduced me to a great group of energetic, people. When you work out and have fun at 6 degrees, you truly feel like you can accomplish anything.

Has this changed over time?

Judge Spahn: When I think about college, law school, and getting established in my career—certain times were more stressful than others. When you’re a new lawyer, things can be overwhelming. You may have to give more time to your career than anything else to be successful. Later, when you have more experience, priorities change. Hopefully, you can find more time to let your hair down, get involved in other things, or spend time with your family. There’s an ebb and flow.

Ms. Deeney: Before I went to law school and during my first year of law school, I only focused on success in my career, but I have found that having balance overall helps me. I never played any sports growing up, so when a friend and I wanted to sign up for a half marathon in the spring of 1L year, I thought she was crazy. But on a whim, I decided to try. I learned that the more I balance myself physically and professionally, the more fulfilled I am personally.

What is your advice to achieve fulfillment?

Judge Spahn: Balance… it’s hard. Never forget that it’s hard work to be a lawyer. We didn’t pick an easy career. That’s why it can be so fulfilling. But remember to cut yourself a break. Also, don’t be afraid to try new things. I’ve been able to do many different things as an attorney. It wasn’t always easy but I was brave enough to jump in and try new things, and I certainly benefited from the different experiences.

Ms. Deeney: Luckily, I have always wanted to work in my current field, so even when I work long hours, I still enjoy it. Outside of work, every Wednesday and Friday morning (even when it’s 6 degrees), I attend a free fitness group called November Project, which has helped me achieve fitness goals and introduced me to a great group of energetic, people. When you work out and have fun at 6 degrees, you truly feel like you can accomplish anything.

Has this changed over time?

Judge Spahn: When I think about college, law school, and getting established in my career—certain times were more stressful than others. When you’re a new lawyer, things can be overwhelming. You may have to give more time to your career than anything else to be successful. Later, when you have more experience, priorities change. Hopefully, you can find more time to let your hair down, get involved in other things, or spend time with your family. There’s an ebb and flow.

Ms. Deeney: Before I went to law school and during my first year of law school, I only focused on success in my career, but I have found that having balance overall helps me. I never played any sports growing up, so when a friend and I wanted to sign up for a half marathon in the spring of 1L year, I thought she was crazy. But on a whim, I decided to try. I learned that the more I balance myself physically and professionally, the more fulfilled I am personally.

What is your advice to achieve fulfillment?

Judge Spahn: Balance… it’s hard. Never forget that it’s hard work to be a lawyer. We didn’t pick an easy career. That’s why it can be so fulfilling. But remember to cut yourself a break. Also, don’t be afraid to try new things. I’ve been able to do many different things as an attorney. It wasn’t always easy but I was brave enough to jump in and try new things, and I certainly benefited from the different experiences.

Ms. Deeney: Luckily, I have always wanted to work in my current field, so even when I work long hours, I still enjoy it. Outside of work, every Wednesday and Friday morning (even when it’s 6 degrees), I attend a free fitness group called November Project, which has helped me achieve fitness goals and introduced me to a great group of energetic, people. When you work out and have fun at 6 degrees, you truly feel like you can accomplish anything.
2016 Mary Lathrop Award Winner

CWBA Professional Advancement Committee

The CWBA gives its highest honor each year, the Mary Lathrop Award, to an honoree who embodies the spirit of the award to its fullest. The award goes to those women who have been trailblazers in the law, have served the mission of advancing women in the law, and have made notable, remarkable differences in our legal community.

This year’s recipient exemplifies all of these traits, and it is with enormous pleasure that we will present Helen C. Shreves with the 2016 Mary Lathrop Award in May at the CWBA’s Annual Convention.

Shreves earned her undergraduate degree from the University of Minnesota in 1968, and her law degree with honors from University of South Dakota School of Law in 1978. She became licensed to practice law in Colorado in 1978, and practiced family law in various firm settings until 1995. Shreves received her mediation training at the Harvard Negotiation Project and the Center for Dispute Resolution in Boulder, Colorado and in 1995, she dedicated her time to assisting underprivileged individuals in accessing and navigating the domestic relations court system. From 1980-1986, she served as the co-chair of the Family Law Section to the CBA Board of Governors for more than 10 years. She served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

In addition to her mediation work, Shreves has served the CWBA and Denver legal community tirelessly. In addition to her involvement with the CWBA, Shreves served as vice-president of the Denver Bar Association in 1987, where she was a member of the Colorado Supreme Court Grievance Committee from 1990-1996. She has been a member of the Executive Council of the Colorado Bar Association Family Law Section since 1984, and as a representative of the Family Law Section to the CBA Board of Governors since 1984, she has served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

Out in the community, Shreves has dedicated her time and service to assisting underprivileged individuals in accessing and navigating the domestic relations court system. From 1980-1986, she served as the co-chair of the Family Law Section to the CBA Board of Governors for more than 10 years. She served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

Shreves was one of the creators of the DBA Barristers Benefit Ball, which continues today and has raised hundreds of thousands of dollars for legal services programs for indigent families. In 2011, Shreves joined with other esteemed members of the Denver legal community to create the Circle of Minerva concept that is now a fundamental component of the Foundation’s structure of giving.

In addition to her involvement with the CWBA, Shreves served as vice-president of the Denver Bar Association in 1987, where she was a member of the Colorado Supreme Court Grievance Committee from 1990-1996. She has been a member of the Executive Council of the Colorado Bar Association Family Law Section since 1984, and chaired the Family Law Section for two years, and served as the representative from the Family Law Section to the CBA Board of Governors for more than 10 years. She served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

Out in the community, Shreves has dedicated her time and service to assisting underprivileged individuals in accessing and navigating the domestic relations court system. From 1980-1986, she served as the co-chair of the Family Law Section to the CBA Board of Governors for more than 10 years. She served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

We are pleased to invite you to the CWBA’s 39th Annual Convention being held at The Sebastian in Vail, Colorado May 20-22, 2016. For those who have attended Convention in the past, you know this is a memorable weekend spent with friends and colleagues, enjoying timely and informative programming, networking, and entertainment for you and your family. For those who have yet to attend a Convention, you will find a warm and inviting atmosphere where you are sure to leave with great contacts and a new friend or two.

Keynote Speakers Announcement

We are very excited to announce our speaker and programming highlights this year.

Our keynote speaker is Kathryn (Kathy) Ruemmler, former White House Counsel to President Obama. Ms. Ruemmler is a partner in the litigation department of Latham & Watkins, LLP in Washington, D.C. and serves as the co-chair of their white collar defense and investiga-
tions practice group.

Our featured guest speaker is Facebook’s Vice President and Deputy General Counsel Ashlie Beringer. Prior to joining Facebook, Ms. Beringer was a partner with Gibson Dunn & Crutcher LLP and served as the co-chair of the law firm’s Information Technology and Data Privacy practice group. An interesting side note: Ms. Beringer successfully defended Ozzy and Sharon Osbourne in two contract disputes related to the ITV reality series, Sharon Osbourne, in her memoirs Sharon Osbourne: Extreme said, “Ashlie Beringer has got balls of steel.”

We can’t wait to hear from these inspiring women.
Remember the day you received your law school admission letter and you thought you had your life figured out? That’s never the end of the story, though. As we work through each stage of our careers, many wonder: “What’s next? What can I expect?”

We have compiled thoughts and advice from CWBA members in four key stages of a legal career (law student, associate, partner, and retiree) to answer that eternal question: What do you know NOW that you wish you’d known THEN? We wanted to encourage honest insights about the good, the bad and the ugly of life as a female attorney. For that reason, some of the comments are anonymous. That way, you get the inside scoop, not the sugar-coated version that has been giving you the comments are anonymous. That way, you get the inside scoop, not the sugar-coated version that has been giving you the healthy and happy.

“I’ve been most successful when I take time to refresh after intense periods of studying or work. I try to schedule time for the things that make me feel healthy and happy.”

“Sometimes the surprises of the practice are thrilling and other times overwhelming. Before I joined my firm, I worked as a government attorney. The adjustment into private practice has been refreshing because my cases are a lot more fast-paced and complex. But I have struggled with understanding my cases. Sometimes, squabbles happen and tempers flare but I take a step back, envision the big picture, and carry on. Most times, it usually helps me stay above the fray or drama in cases.”

Q: What makes a successful student?
A: Balancing hard work with down time.

Q: What makes an associate successful?
A: Legal training impacts your non-working life.

Q: What do you wish you’d known?
A: Balancing hard work with down time.

Q: What surprised you?
A: Balancing hard work with down time.

Q: Do you have any advice for law students?
A: It’s OK to take time to recharge.

“Sometimes the surprises of the practice are thrilling and other times overwhelming. Before I joined my firm, I worked as a government attorney. The adjustment into private practice has been refreshing because my cases are a lot more fast-paced and complex. But I have struggled with understanding my cases. Sometimes, squabbles happen and tempers flare but I take a step back, envision the big picture, and carry on. Most times, it usually helps me stay above the fray or drama in cases.”

“Sometimes the surprises of the practice are thrilling and other times overwhelming. Before I joined my firm, I worked as a government attorney. The adjustment into private practice has been refreshing because my cases are a lot more fast-paced and complex. But I have struggled with understanding my cases. Sometimes, squabbles happen and tempers flare but I take a step back, envision the big picture, and carry on. Most times, it usually helps me stay above the fray or drama in cases.”

“I think it’s really neat to reflect on how much I’ve actually learned in the last 2.5 years and how I find myself “thinking like a lawyer” all of the time, including many situations outside of school. I’m constantly evaluating legal implications or taking some legal-minded approach, but sometimes it gets in the way of leisure time. For example, I was reading a non-fiction book this past summer and became frustrated because there weren’t any citations or references. I’m officially a legal nerd.”

“My experience in law school was amazing, particularly because of the big civil rights issues arising during those years,” said Sarah. “At CCR, the attorneys were involved in the Guantanamo litigation, a big New York firefighter race discrimination class action, and the fallout from the post-9/11 immigrant roundup.”

Upon graduation, Sarah moved back west to Denver in order to work in a smaller legal community and to secure a more manageable work-life balance. She clerked for the Honorable Carlos F. Lucero of the Tenth Circuit Court of Appeals and later worked at Colorado Legal Services and in a small private firm before joining forces with former CWBA Public Policy Co-Chair Mary Jo Lowrey.

At Lowrey Parady, Sarah exclusively represents employees and civil rights plaintiffs. Not only is this work meaningful and rewarding, Sarah has also discovered co-owning the firm has made huge improvements in her personal life.

“I thought working for myself would make things easier, but it is life changing. Because we are about cases and do not have too much in litigation at one time, we are able to work those cases really hard. The more experienced you become, the more routine your legal work becomes and the less time you spend on each task. As a result, I feel much more in control of my life in general.”

For young attorneys, Sarah recommends hanging in there and looking hard for the right fit.

“Practicing law is an incredibly steep learning curve. If it feels like it’s not working, young attorneys should not give up on the entire profession right away, but should not feel stuck in a particular job that is miserable. Above all, don’t let the stress become a health problem.”

Outside of work, Sarah enjoys cooking, reading, hiking, and traveling. Sarah is also the incoming President of the Colorado Plaintiff Employment Lawyers Association and a member of the COBALT class of 2016.

Wyoming native Sarah Parady is a partner at Lowrey Parady, LLC and serves on the CWBA Board of Directors as its At-Large Representative.

Andrea LaFrance is a member of the CWBA Publications Committee and a third-year law student at the University of Denver, Sturm College of Law, focusing on intellectual property and commercial litigation.
Mary Lathrop Award continued from page 4

a nonprofit agency called “New Families New Future.” This entity educates and supports separating and divorcing families. Along with Gina Weitzenkorn, Shreves started the Family Court model that many metropolitan Denver area courts are based upon.

The Family Law Section of the CBA honored Shreves in 2014 with its prestigious ICON Award. Shreves has also been named a Super Lawyer for the past eight years, as well as one of the Best Lawyers of America for eight years.

While Shreves is a dedicated servant of the CWBA and her legal community, she also possesses boundless energy in her personal life. She is one of 12 siblings, each of whom also possesses a graduate degree. She is the mother of two adult children, and every Monday she looks after her 3-year-old twin grandchildren. Shreves loves travel, art, history, and culture and is an avid athlete, hiking as often as possible, constantly honing her golf game, and practicing yoga with Yogyadenny, her husband. Shreves is passionate about politics and dedicates much of her time in support of causes she loves.

Anyone who meets Shreves knows she is truly the embodiment of the Mary Lathrop Award, and we look forward to seeing you at the CWBA Convention where we will celebrate Helen Shreves, the 2016 Mary Lathrop Award recipient.

Megan Rose is a CWBA Board Member and Co-Chair of the Professional Advancement Committee. She is a litigation associate at Gordon & Rees who specializes in Professional Liability and Intellectual Property.

Kelley R. Sutherland is a CWBA board member and Co-Chair of the CWBA Professional Advancement Committee. She is a co-founder of Radley & Sutherland, LLC, a multi-disciplinary law firm of CWLA providing best interests representation to dependent and neglected children in Denver Juvenile Court.

Ms. Deeney: It’s never too late to try something new. It’s so easy to feel stuck in a routine, but carving out a few hours each week for yourself makes a tremendous difference. One of my mother’s favorite mantras is “you never know unless you ask.” Sometimes we are too nervous or intimidated to ask or try, but you never know what will happen until you do.

Perspectives continued from page 3

Know someone who should join the CWBA? Did you forget to renew your membership?

Membership dues are now half price, since we are half-way through our fiscal year!

JOIN US!
Mary Lathrop Award Dinner
Friday, May 20, 2016
The Sebastian - Vail
Register now at cwba.org

Mary Lathrop Award Dinner continued from page 4

How CWBA Members Can “Fast-Forward” Our World to a Better Place

By Genet Johnson

It is widely understood that service is an integral part of the legal profession. However, members of the legal profession also have a responsibility to uplift people outside the profession.

In their recent book Fast Forward: How Women Can Achieve Power and Purpose, authors Melanie Verveer and Kim Z. Azarelli offer dozens of anecdotes describing women who have empowered their communities, and provide a thorough appendix of research, non-profits, foundations, campaigns and social enterprises tackling issues affecting children and women around the world.

Fast Forward posits that before connecting with and uplifting others to fast-forward to a better world, women must first know their power and find their purpose. As women, knowing our power involves affirming our value as human beings notwithstanding the opinions or judgments of others. Some women have never said to themselves, out loud: “I am a good person.” “I am disciplined.” “I am capable.” That is a mistake. Once we commit to speaking words of affirmation through good times and bad, we can transition to the second part of our journey: assessing our strengths, skills and resources. This is a lifelong exercise that cannot be accomplished overnight.

As suggested in Fast Forward, one way to start this process is to brainstorm what you bring to the table: take time to consider what skills and natural strengths you have developed and what weaknesses you can address and tackle. If you have trouble doing this exercise, ask someone you trust for insight.

After taking the steps to know our power, the next step is to find our purpose. Finding your purpose involves determining what issues and activities matter to you and ignite your passion. Pinpoint up to three issues that you want to see changed or initiatives that you would like to participate in to make a difference. Then, take time to fast-forward to the latest research and news on those issues and initiatives and find organizations that provide solutions and support those areas. There are countless societal issues and community service initiatives that we can tackle, join and create to empower our communities.

The final step to fast-forwarding to a better world is connecting with others to make a difference. This is where the CWBA has made revolutionary changes on a committee level and as an association.

Members of the CWBA Legal Services Committee perform public service and provide legal advice to underprivileged people in the metro community. For instance, the committee helps train attorneys to represent battered victims seeking protection orders and annually hosts a well-attended charity fundraiser. Participating in the Legal Services Committee is an effective way for CWBA members to fast-forward our communities to a place of expanded growth and opportunity for children and women.

As an association, the CWBA partners with nonprofit organizations that share the CWBA’s mission, which is to promote women in the legal profession and the interests of women and children generally. As the CWBA’s 2015-16 partners, Family Tree and the Legal Aid Foundation of Colorado are the beneficiaries of funds raised by the CWBA’s holiday party and benefit event. Family Tree is a local organization helping individuals, families, and communities break the generational cycles of child abuse, domestic violence and homelessness. The Legal Aid Foundation of Colorado funds other pro bono legal services for low-income people in Colorado.

By committing to multiple initiatives advancing the interests of women in the legal profession and women and children generally, the CWBA can continue to accelerate our world to a better place.

Genet T. Johnson is a CWBA Publications Committee Member and an attorney with the Denver law firm of Johnson Law Group, LLC, where she and CWBA Member Myls S. Johnson practice family and employment law.
The Advocat || 10 • Winter 2015-2016 • The Advocate

U.S. Magistrate Judge Kristen L. Mix to be Honored at 2016 Annual Judicial Reception

CWBA Judicial Committee

Through its Annual Judicial Reception, the CWBA honors all members of the Colorado judiciary as well as a specific judicial official for her or his meaningful work. Past honorees include Denver County Court Judge Doris E. Burd (2015), Colorado Supreme Court Justice Nancy Rice (2004), and 10th Circuit Court of Appeals Chief Judge Stephanie K. Seymour (1994).

This year, the CWBA Judicial Committee is pleased to announce that the Judicial Reception’s honoree will be Kristen L. Mix, Magistrate Judge for the United States District Court for the District of Colorado. The individual who nominated Magistrate Judge Mix for this award described her as “an exemplary judicial officer” whose commitment to the legal community is “outstanding.”

Her commitment to the CWBA serves as an example. She was the Judge in Residence at the 38th Annual CWBA Convention in May 2015, and she volunteered her time as a panel member and breakout session leader in the CWBA’s “Storming the Bench” CLE. In addition, Magistrate Judge Mix has been praised for being “active in diversity and inclusion efforts” with the Center for Legal Inclusiveness. She is also one of the founders of the Colorado Intellectual Property (IP) Inn of Court, which has as one of its objectives the mentoring of younger lawyers. For her work for the Colorado IP Inn of Court, she was recently awarded the Linn Inn Alliance Distinguished Service Award for the Colorado IP Inn of Court, and she was recently the mentoring of younger lawyers.

For her work with the IP Inn of Court, which has as one of its objectives the mentoring of younger lawyers, she was recently the mentoring of younger lawyers. Her work with the IP Inn of Court has been recognized by the Center for Legal Inclusiveness. She is also one of the founders of the Colorado Intellectual Property (IP) Inn of Court, which has as one of its objectives the mentoring of younger lawyers.

Magistrate Judge Mix received her undergraduate degree cum laude from Middlebury College and her J.D. from the University of Colorado School of Law. She practiced law in Denver until 2007, when she was appointed to the federal bench. Her reappointment to a second eight-year term was announced in April 2015 after a Merit Selection Panel unanimously recommended her reappointment. After she was appointed to the federal bench, she was appointed to the federal bench, she was appointed to the federal bench.

In private practice, Magistrate Judge Mix focused on labor and employment law and was recognized as a top employment lawyer in 2006 by Chambers U.S.A. and as one of the top 25 women lawyers in Colorado in 2007 by 5280 Magazine.

The 2016 Annual Judicial Reception will be held at Davis Graham & Stubbs LLP on March 24, 2016, from 5:30 to 7:30 p.m. We hope you will join us.

Annual Judicial Reception
March 24, 2016 • 5:30 - 7:30 p.m.
Davis Graham & Stubbs LLP
Register now at cwba.org

PARTNER
Anonymous
Time in position: 8 years non-equity shareholder
Firm: Confidential
Firm Size: 30 attorneys

“As a partner, you are a business within a business.”
Q: What makes a successful partner?
A: “Two things: becoming an expert in your areas of practice and business generation. It cannot be overstated how important it is to bring in a substantial amount of business. You will only have power within your firm if you have a big enough book of business where the firm would be substantially hurt if you left and took your business with you. Without that you are entirely dispensable and will be looked at as a cost center rather than a revenue generator.”
Q: What do you like and dislike about it?
A: “I like the autonomy of controlling my own time. I dislike the constant striving for more - to keep up or surpassed your partners, to always increase your business generation (through productivity and origination). I love what I do, although I don’t always love the culture in which I do it.”

Anonymous
Time in position: 18 years
Firm: Confidential
Firm Size: Large firm (250-1000+ attorneys throughout career)

“There are always pressures to deal with, both internal and external. Work-life balance is a myth; you just need to identify what is important to you and make it a priority.”
Q: What makes a successful partner?
A: “As a partner, you are a business within a business.”
Q: What makes a successful partner?
A: “Doing excellent work, being very responsive to clients, looking at issues from the client’s business standpoint rather than from a purely intellectual legal standpoint, making an effort to understand what my clients do and what their needs are. Intellectual legal exercises are interesting, but most often are not what clients are seeking when they call me - they want to know ‘Can I do this?’ and ‘How can I do this with the least amount of risk?’”

continued on page 14
**Should I Stay Or Should I Go Now?**

Concerned the legal profession might CLASH with your personality? Considering leaving or joining law? Maybe this will help.

1. **Are you thinking about leaving law?**
   - **Yes:**
     - **Are you still serious about leaving law?**
       - **Yes:**
         - **Plan your finances**
       - **No:**
         - **Update your LinkedIn profile (and spend a good amount of time pursuing the profiles of others)**
     - **No:**
       - **Are you still serious about leaving law?**
         - **Yes:**
           - **Update your resume with a "non-law" focus**
         - **No:**
           - **Gather feedback from your trusted advisors on:**
             - Results of personality assessment
             - List of traits and skills
             - Newly-tailored resume

2. **Are you a lawyer?**
   - **Yes, I practice law**
     - **Are you thinking about leaving law?**
       - **Yes:**
         - **Do you know what you want to do?**
           - **Yes:**
             - **Plan your finances**
           - **No:**
             - **Are you still serious about leaving law?**
               - **Yes:**
                 - **Update your LinkedIn profile (and spend a good amount of time pursuing the profiles of others)**
               - **No:**
                 - **Are you still serious about leaving law?**
                   - **Yes:**
                     - **Network with non-lawyers (there are plenty out there!)**
                   - **No:**
                     - **Are you still serious about leaving law?**
                       - **Yes:**
                         - **Subscribe to provocative blogs (e.g. Seth Godin) and podcasts (e.g. Ted Radio Hour, Freakonomics, Radiolab)**
                       - **No:**
                         - **Are you still serious about leaving law?**
                           - **Yes:**
                             - **STAY**
                           - **No:**
                             - **Leaving the future?**
                               - **Yes:**
                                 - **STAY**
                               - **No:**
                                 - **Are you still serious about leaving law?**
                                   - **Yes:**
                                     - **STAY**
                                   - **No:**
                                     - **Leave**
                           - **STAY**
                         - **STAY**
                       - **STAY**
                 - **Stay**
               - **STAY**
             - **STAY**
           - **STAY**
     - **No:**
       - **If by “being a lawyer,” you mean that I graduated from law school, then yes.**
         - **Yes:**
           - **Take a reputable personality assessment like Myers Briggs or Emergenetics**
         - **No:**
           - **If you mean, “Am I practicing law,” then no.**
             - **Yes:**
               - **Do you wish you practiced law?**
                 - **Yes:**
                   - **Why?**
                     - **Yes:**
                       - **I’ve always wanted to take on mountains of debt**
                     - **No:**
                       - **Suits makes it look so cool**
               - **No:**
                 - **I genuinely feel compelled to make a difference**
                 - **Are you still serious about being a lawyer?**
                   - **Yes:**
                     - **Attend law school, secure first legal job**
                   - **No:**
                     - **Maintain “Should I Stay Or Should I Go” map for future reference**
             - **No:**
               - **Never went to law school and don’t practice law, but I watch Law & Order and Google legal issues. “Does that count?”**
                 - **Yes:**
                   - **Why?**
                     - **Yes:**
                       - **I genuinely feel compelled to make a difference**
                     - **Are you still serious about being a lawyer?**
                       - **Yes:**
                         - **Attend law school, secure first legal job**
                       - **No:**
                         - **Maintain “Should I Stay Or Should I Go” map for future reference**
                 - **No:**
                   - **Apply for intern or volunteer positions in the area of law that interests you**

3. **Status Quo**
   - **One day is fine, the next is black**
     - **Are you still serious about leaving law?**
       - **Yes:**
         - **STAY**
       - **No:**
         - **Leave**
   - **STAY**

Nicole Schowalter loves writing and is the Director of Business Transformation at DigitalGlobe, where she leads lean and re-engineering change initiatives in the satellite technology industry.

“Someone’s Gotta Say It” is a regular fun feature of The Advocate, committed to bringing you true, relevant, and/or hilarious information.
The Advocate

Do good work, be responsive, anticipate client needs. 

A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”

RETIREE
Lynda McNeive
CWBA Past President & 2008 Mary Latham Award Winner
Retired for nearly three years from Brownstein Hyatt Farber Schreck, LLP, a firm that grew from 11 lawyers to 245 during her 32-year career.

Q: Describe life as a retiree.
A: “I am thoroughly enjoying my current status, but ‘retirement’ seems like a misnomer. Call it ‘advancement’ instead. There is so much to do, and my schedule is generally ‘what I want to do, when I want to do it.’ Volunteering with nonprofits, political campaigns, and pro bono legal work are still an important part of my life, and I enjoy having a more flexible schedule and feeling less rushed. You don’t leave your conscience behind at the office.”

Q: Thoughts on an Exit Strategy?
A: “My exit strategy from the firm began two or more years before I retired, with no specific retirement date in mind. I wanted to reduce my annual billable hours and my friends outside or in the legal profession would outlast your working career and enrich your life now and always; (4) After you stop working, take the initiative to arrange get-togethers with former colleagues—don’t wait for them to call. (5) Spouses need to have their separate interests and friends as well as things they enjoy doing together.”

PUBLIC POLICY WORK IN ACTION
On January 28, 2016, the day before the seventh anniversary of The Lilly Ledbetter Fair Pay Act, the CWBA joined a news conference at the Capitol to announce our support of a package of pay equity bills that will remove barriers to women earning the same as their male counterparts.

CWBA President Elect Sarah Chase-McRorie spoke on behalf of the CWBA.

To see the list of bills we are supporting by monitoring legislation or taking a position on, please visit the website.

Confetti!

Erika Payne is a CWBA Publications Committee member and is a boutique attorney with Zupkus & Angel, P.C.

Jyoti Pandya is a CWBA Publications Committee member and is the founding partner of Pandya Law, LLC, a boutique intellectual property and employment law firm.

Bench Strength
- Magistrate Judge Kristen L. Mix and Regina Rodriguez are two of the four candidates being recommended by the Colorado U.S. Senators Michael Bennet and Cory Gardner to fill the upcoming vacancy on the U.S. District Court for the District of Colorado.
- Shay Whitaker was appointed to serve as a District Court Judge in the 18th Judicial District, effective January 1, 2016.

On the Move
- Jennifer Hunt became First Assistant Attorney General for the Antitrust, Tobacco, and Mortgage Fraud unit in the Colorado AG’s Consumer Protection Section.
- CWBA Board Member Amber Blasingame has joined Hanes & Bartels, LLC in Colorado Springs.
- Sam Cary Bar President Terraine Bailey was selected to permanently lead Colorado’s Office of the Respondent Parents’ Counsel.
- Stephanie Villafuerte was appointed to serve as Child Protection Ombudsman for the newly formed independent state agency.
- Elisa Smith has joined the CWBA as Vice President, Administration & Membership Assistant.

You Were Recognized
- Congratulations to CWBA Past President and 2015 Mary Latham Award Winner Judge Sandy Fulkerson, who will be inducted into the Colorado Women’s Hall of Fame on March 16, 2016.
- The following members were selected for the 2016 Colorado Bar Association Leadership Training Program: CWBA Immediate Past President Alison Zinn
- CWBA Board Members Sarah Parady and Kelley Southerland - Melissa Hart, Arash Jahannian, Josh Kuth, and Amy Petri
- The following members were selected as 2016 Top Lawyers by 5280 Magazine: CWBA Immediate Past President Alison Zinn
- CWBA Past President/Vice President Shannon Stevenson
- CWBA Past Presidents Natalie Hanlon Leh, Pamela Mackey, Lorraine Parker
- Rebecca Alexander, Robbie Barr, Cynthia Covell, Carolyn Fairless, Martha Fitzgerald, Kristen Frost, Marcy Glenn, Christina Gomez, Paula Greisen, Carol Hildebrand, Lisa Hogan, Philip James, Diane King, Rose-Anne Landau, Dan Lipton, Victoria Lovato, Andy McCullough, Joan McWilliams, Denise Mills, Lesleigh Monahan, Mari Newman, Collie Norman, Michael O’Donnell, Megan Sher, Sabrina Stavish, Karen Steinhaus, Kathryn Stimson, Charlotte Sweeney, Elizabeth Temkin, Isobel Thomas, Star Waring.
- Congratulations to CWBA Board Member Stephanie Donner and Bonica Losenfo for being selected for the Denver Business Journal’s 40 Under 40 Class. We also recognize our board members who were nominated: CWBA Immediate Past President Alison Zinn
- CWBA Board Member Alli Cerkman

Leading The Way
- CWBA Board Member & El Paso County Chapter President Mary Linden, Heather Manolakas, and Christina Gomez were appointed to Governor Hickenlooper’s Supreme Court and Judicial District Nominating Commissions.

Submit your Confetti news to publications@cwba.org

Congratulations!
- CWBA Board Member Lisha McKinley and her husband welcomed their new son Micha Luke Coultip on December 21.
- CWBA Board Member Jennifer Javaheri and her husband welcomed their newborn daughter Sadie Rose Khojasteh on October 25.
- CWBA Board Member Elizabeth Meck and her husband welcomed their daughter Tristan Adeleen Knight on October 23.
- CWBA Immediate Past President Alison Zinn married Andy Sheahan on December 12.

Mashch Rhoades was named Chair of the Board for the Center for Legal Aid.
- CWBA Board Member & Mountain Chapter President Courtney Holt has been appointed to the Colorado Bar Association’s executive committee to represent the Continental Divide Bar Association.
- Melissa Hart has been named to serve on the Board of Directors for Bridge To Justice.
- Liz Tirza has been appointed to the Colorado Lawyer Trust Account Foundation (COLTAF) Board.
- The following members were elected as 2016 officers and board members of the Plant Employment Lawyers’ Association:
  - President: CWBA Board Member Sarah Parady
  - Secretary: Hunter Swan
  - Treasurer: Amy Kapoor
- Kyle Apfel has recently published two articles, one in the Houston Law Review and the other for the Association of Legal Directors.

Life Cycle continued from page 11
Q: Advice for success at this stage:
A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”

Q: Advice for success at this stage:
A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”

Q: Advice for success at this stage:
A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”

Q: Advice for success at this stage:
A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”

Q: Advice for success at this stage:
A: “Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs. Those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it’s appropriate. You can’t just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life.”
UPCOMING EVENTS

February
19 - Domestic Violence Permanent Protection Order Training | Davis Graham & Stubbs
25 - 6th Annual Moms Luncheon & Open Forum | Gibson Dunn

March
2 - Legal Night | Centro San Juan Diego
11 - Tea & CLE Program | Holland & Hart
24 - Annual Judicial Reception | Davis Graham & Stubbs
29 - Annual Membership Appreciation Reception | Maggiano’s Denver Pavilions

April
6 - The Confidence Gap Workshop | Gibson Dunn
11 - Battle of the Barristers Trivia Night! Benefit Event for Legal Aid Foundation | Denver Press Club
27 - LawLine9 Volunteer Event | 9News Denver

May
3 - Law Day Event | Denver Public Library
20-22 - 39th Annual CWBA Convention | The Sebastian - Vail

Do you want to reach more than 1,000 women in the legal field?
Become a sponsor of this three-day event featuring CLEs, dinners, keynotes, family events and more!

To learn about sponsorship opportunities or how to get involved, contact Convention Co-Chairs Kristi Dorr Gilkes kristidorrgilkes@gmail.com and Melanie MacWilliams-Brooks mbrooks@fostergraham.com.