

President's Message

JAMES S. RICHARDSON SR.

On Leadership

ONE CONSTANT CONCERN of nonprofit institutions—whether they be professional associations or organizations that provide services—is developing leaders. An institution is no better than the people who lead it. In many cases, such as the Federal Bar Asso-

ciation, those organizations have a strong professional staff to ensure that matters such as dues collection, publications, and educational programs are well run. However, an organization's staff can only do so much.

The natural inclination of members of our profession is to jump into volunteer organizations. A look at the history of almost any community organization, from Boy and Girl Scouts through homeowners' associations, will show that attorneys have always been in the forefront of volunteering, taking active roles in the organizations they help out. However, what is somewhat distressing is a recent trend away from attorneys' participation in such endeavors, in particular, in our own professional associations.

I have always believed that one of the great advantages of membership in the FBA is that one does not have to be a name partner of a major national law firm to become a leader. We encourage solo practitioners, attorneys in small firms, and government attorneys, as well as lawyers from major firms, to become leaders at the chapter, regional, and national levels of the FBA. Such leadership enhances one's status within the profession.

It is a well-known phenomenon that those parts of our association that have depth in the leadership are the most successful. Thus, the selection and development of successor leaders within the FBA is one of the major tasks before us. To that end, the FBA has instituted the annual Leadership Training Program. This year the program will be held on April 25–26 at the Westin Hotel in Arlington, Va. We feel so strongly about the benefits of this program that the association underwrites the cost of attendance for one leader from each chapter, section, and division.

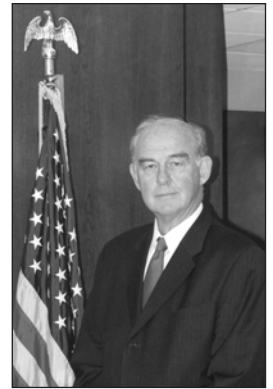
During the course of this program, prospective leaders learn about the structure of the association, its finances, staff, and the government relations program, and participants have an opportunity to meet with other chapter leaders, circuit vice presidents, and section and division chairs. In small-group sessions, participants discuss problems facing all segments of the FBA and share ideas for programs and activities that

can ensure success during the tenure of a chapter president, a section/division chair, or a member in another leadership position. One of the more important sessions provides guidance as to how to plan for a year (or years) in the job of leading a chapter, section, or division.

This program enjoys great success. Every year, we follow up on the program by looking at the chapters and sections that have sent potential leaders, and we see that they are creating wonderful programs, developing their own leaders, and having those leaders become engaged at the national level of the association. I urge each of you as chapter or section/division leader to consider attending this program with a view to taking a more active role in the FBA.

On a more macro level, a major issue for us as current leaders is where to find and develop successors to the association's office holders. There is an old saw that says, in effect, "If you want a job done, find the busiest person you know, and ask them." The underlying truth of this observation is twofold: (1) Those sorts of folks tend to be people who see the value in serving in volunteer organizations. (2) These individuals tend to be highly organized and more likely to accomplish tasks they undertake.

There are many other members of the FBA who are less involved in the association. How do we go about getting them to take on leadership roles? An acquaintance of mine who presents seminars in leadership development notes that, if you ask an inexperienced person to take on a major task (such as, planning your next chapter luncheon), you are very likely to get a "push back" if not an outright refusal. Most people are unlikely to jump into such a major responsibility without some experience in doing something similar. My friend's suggestion—and I have found a large measure of success in following it—is to ask a potential leader to take on a relatively minor task. An example would be to ask the person whom you have targeted as a potential leader to make sure that the speaker at an event



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Honors and Awards

Lawrence R. Baca, chair emeritus of the Indian Law Section, was awarded the Spirit of Excellence Award by the American Bar Association for his lifetime achievement of contributions to the field of federal Indian law and civil rights. The award is administered by the ABA Commission on Racial and Ethnic Diversity in the Profession and “celebrates the efforts and accomplishments of lawyers and judges who work to promote a more racially and ethnically diverse legal profession,” according to the commission. Baca retired from the U.S. Department of Justice after more than 30 years of service in February. ... Washington, D.C., Court of Appeals **Judge Inez Smith Reid** accepted the “Hero in Law” award, which was presented by her twin brother, New York State Court of Appeals Judge (Ret.) George Bundy Smith, and by Jack Olender at the 22nd Annual Olender Foundation Awards on Dec. 5, 2007.

Practitioners’ News

Attorney **Lawrence C. Mann** was recently elected managing partner of the Detroit office of Bowman and Brooke LLP, a national trial firm defending corporate clients in high-stakes product liability and commercial litigation. ... **Jeffrey A. Sadowski**, a litigation and prosecution attorney involved in various aspects of patent, trademark, copyright, computer, and franchising law with Howard & Howard Attorneys P.C., spoke at the January monthly meeting of the Michigan Intellectual Property Law Association in Southfield, Mich., on the topic of extending provisional rights

beyond those included in 35 U.S.C. 154(d). Sadowski is on the Board of Directors of the FBA Eastern District of Michigan Chapter. ... **Richard L. Sippel**’s review of *The Warren Court and American Politics*, by Lucas A. Powe Jr., which appeared in the July 2001 issue of *The Federal Lawyer*, is reprinted in part in *Law and Popular Culture: Text, Notes, and Questions*, by David Ray Papke et al. (Matthew Bender, 2007). ... An article by **Dick Thornburgh**, an attorney with Kirkpatrick & Lockhart Preston Gates Ellis LLP in Washington, D.C., was published in the fall 2007 issue of the *American Criminal Law Review*; the article is titled “The Dangers of Over-Criminalization and the Need for Real Reform: The Dilemma of Artificial Entities and Artificial Crimes.” ... **Stuart A. Weinstein-Bacal**, founding member of Weinstein-Bacal & Miller P.S.C., has been named adjunct professor of law at the University of Puerto Rico School of Law, where he will be teaching construction law.

Obituaries

Nicolas Delgado, a longtime supporter of the Federal Bar Association and past president of the Puerto Rico Chapter, died Dec. 9, 2007. Born in 1933 in the town of San Lorenzo, P.R., Delgado followed in the footsteps of his father, well-known union leader Don Hilario, and distinguished himself through his dedication to the union movement in defense of the working class. Delgado was a tireless fighter for social justice and was active in politics both on the island and on the national level, representing the International Longshoremen’s As-

sociation, the Carpenters’ Union, the American Federation of Musicians, and the Firemen’s Union of Puerto Rico during his practice. Delgado was president of the FBA Puerto Rico Chapter in 1976 and continued his unwavering support of the chapter and his passion for the goals of the FBA throughout his career. ... Longtime FBA member, **Diane Wolf**, a lawyer and philanthropist based in Manhattan and Washington, D.C., died Jan. 10, 2008, during a medical procedure at New York Presbyterian Hospital. Born March 16, 1954, in Cheyenne, Wyo., Wolf earned both a bachelor’s and a master’s degree from the University of Pennsylvania and graduated from Georgetown University Law Center, although she never practiced law. She spent more than 20 years advocating changes to U.S. coin currency and working with both the House and the Senate toward achieving the proposed changes. Wolf was a benefactor of the Metropolitan Museum of Art, the Frick, and the Whitney Museum, all in Manhattan, and also was a member of the boards of the Kennedy Center for the Arts, National Archives, and National Public Radio, in addition to her membership in the FBA. **TFL**

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is seated at the head table or to introduce the speaker to chapter officers. In this way, you begin to integrate the person you have identified into the leadership circle of the organization and give that individual a certain confidence in his or her abilities. For the next program, you might ask the potential leader to actually invite the speaker, and so on. (In a real world variant, this method is basically how Marines train recruits. Each day during recruit training—that is, boot camp—the training command raises the objectives, stretching the abilities of the recruits beyond what they had ac-

complished the day before, but makes sure not to raise the bar so high that a recruit will find it impossible to accomplish the task at hand.) Eventually, you will find that you have attracted a number of people who are interested in the organization and who will want to be a part of its success. **TFL**