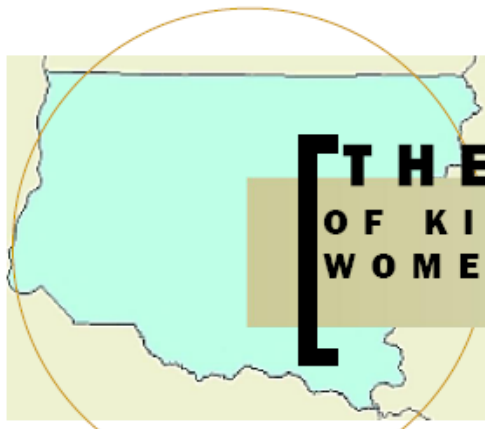


# THE VOICE OF KING COUNTY WASHINGTON WOMEN LAWYERS



## *The Intentional Career... Or the Day I Learned to Drive*

**CALENDAR:**

- **Mar. 26:** KCWWL Meet & Greet, Verve Wine Bar, Columbia City, 6-8pm.
- **Mar. 28:** Dress for Success Suit Drive, Tousley Brain Stephens PLLC, 8-10am.
- **Apr. 4:** *The Joyful Lawyer* CLE, K&L Gates LLP, 12-1:30pm.
- **Apr. 14:** Prof. Skills Series, "Advanced Negotiation" with Mediator Teresa Wakeen, Lane Powell P.C., 7:15-8:45am.
- **Apr. 15:** *Pakistan: Subverting the Rule of Law* CLE, Seattle University School of Law, 12-1:30pm.
- **May 14:** Oral Advocacy CLE—details forthcoming

Remember those wobbly moments and skinned knees when you first learned to ride your bike? Or your parents' sharp inhale upon your first parallel parking attempt? Learning meant time, a LOT of nervous stress, successes and failures. But soon you were steering your own course and having fun doing it. Roads became familiar and potholes no longer a challenge.

So if you find yourself complaining to your spouse or your friends that you don't like where you are in your career, see if you can transform your complaint into a focus on the skills you want to master. Just as you learned to ride a bike and drive a car, you can master the skills that will get you to where you want to go in your career. *But what skills do I need to get there? See inside, page 3.*

## PAKISTAN: SUBVERTING THE RULE OF LAW

-By Tahmina Watson

It is almost unimaginable, at least to most who live in the West, that a country's government would have the audacity to subvert the rule of law to make way for their tyranny. Yet that is exactly what happened in Pakistan a few months ago. Courts were shut down, lawyers were beaten and imprisoned. Declaring a state of emergency November 3, Pakistani President General Pervez Musharraf issued an edict suspending the constitution. Even judges did not escape: Musharraf fired numerous appellate judges, including Chief Justice Iftikhar

Mohammad Chaudhry, opening a new debate on democracy, constitutionalism and the rule of law in Pakistan.

Many were appalled and concerned about the implications of such acts, particularly those with roots embedded in South Asia. Will other governments in the region follow Pakistan's example? What responsibility do we have as lawyers and citizens of the international community?

As those who have pledged to uphold the rule of law, lawyers should be concerned, and should act to help fellow lawyers who have found themselves in this unimaginable

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April 14, 7:15-8:45am.



situation.

The American Bar Association (ABA) and KCWWL have responded. On November 14, 2007, the ABA organized a lawyers' march supporting the rule of law in Pakistan. On December 13, a delegation of ABA leaders presented nearly 13,000 signatures of *-cont'd, page 2.*

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- Alisa Brodowitz**
- Kristin Stred**

**MESSAGE FROM THE KCWWL PRESIDENT**

I am deeply honored to serve as the 2008 President of the King County Washington Women Lawyers alongside an amazing board and President-Elect Beth Terrell. This year, KCWWL wants to help you achieve your personal and professional goals and take your career to the next level.

Whether you hope to gain elected office, become a powerful rain-maker, or lead your firm as its managing partner, KCWWL plans to con-

nect you to our local legal and business communities and help you develop a more powerful, valuable network. Whether you are a new lawyer, a tired lawyer, a parent (or not), we hope to support, involve, and connect you to one another to further our mission of advancing women in the legal profession.

To accomplish our goals, we have created a Professional Skills Series to accompany our CLEs. We have also organized a robust calendar of social

and civic events to pair networking opportunities with opportunities for professional growth and chances to support important local non-profit organizations that support women and girls. For details, stay tuned to our list serve and newly-redesigned website.

Thank you for becoming a KCWWL member. I hope to see you at one of our many upcoming events.

*-Tracy Sarich, 2008 KCWWL President.*

**PAKISTAN, CONTINUED FROM PG. 2**

**KCWWL Board of Directors**

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- Beth Terrell, President Elect**
- Sara Amies, Becky Andrews, Lyn Arnold, Alisa Brodowitz, Kris Costello, Kate Cotrell, Merkys Gomez, Jamie Hawk, Caryn Geraghty Jorgensen, Kristen Larson, Moni Law, Samantha Noonan, Meghann McCann, Sharon McConnell, Allison Miller, Jessica Munk, Nilly Park, Kristin Petersen, Magdalena Prus, D. Jill Pugh, Mary Reiten, Helen Stocklin-Enright, Mary Schug, Mona Smith, Kate Schmidt, Zosia Stanley, Shiva Tayebi, Theresa Torgesen, Chrishendra Tucker-Scruggs, Annie Vithayathil, Tahmina Watson, Ellie Weden.**

concerned American lawyers to the ambassador of Pakistan, stating their belief that constitutional law should be restored to that nation.

KCWWL and the South Asian Bar Association of Washington (SABAW) have joined to present a thought-provoking CLE, *Pakistan: Subverting the Rule of Law*, at Seattle University School of Law on April 15 from 12-1:30pm. Attendance is free; lunch will be provided by Seattle University School of Law. Speakers include Dr. Tayyab Mahmud, Seattle University Professor and

expert on Pakistani history and political affairs; Devin Theriot-Orr, Director of the Rule of Law Project at the Lahore University of Management Sciences in Lahore, Pakistan (participating by teleconference); and Enoka Herat, a first-year student at the University of Washington who recently returned from working as part of a National Lawyers Guild and Rule of Law Project delegation in Pakistan.

Space is limited, so please register early with Priya Cloutier at [priya.cloutier@cloutierenglelaw.com](mailto:priya.cloutier@cloutierenglelaw.com). \*\*CLE credit approval pending.

## THE DAY I LEARNED TO DRIVE, CONT'D FROM PG.1

First focus on where you want to be in 2 to 5 years and write it into an affirmation: a positive statement of who you want to be, written in the present tense. For example:

- I am an excellent estate planning lawyer. I represent founders of family-run companies as they consider how to pass on their business to the next generation of managers. I work with them to maintain healthy family relationships as well as financially healthy businesses.
- I counsel emerging companies who have gone through rapid growth and early success as they prepare for their first IPO, and in the first tumultuous years after the IPO. I have a deep understanding of the securities laws and regulations that these companies will face, and communicate those standards to entrepreneurs who are not used to dealing with legal restraints.
- I am a courtroom superstar. I research and prepare my case thoroughly. I practice persuasive public speaking

before going into the courtroom.

And then you ask yourself the big question: Are you willing to pay the price to get what you want? The dirty little secret of success is it takes an investment of your personal time to get ahead in your career. Becoming excellent most often involves work for which you don't get paid.

Don't focus on the time as "spent"; it is an *investment* in your future. Don't be surprised if it takes 5 or 10 years for your investments to pay off, but start this year to take action—a step at a time—in the direction you want to go.

Lots of people have difficulty figuring out the "right" steps to take toward their goals. Explore many different paths of information and experience and be open to those that—sometimes unexpectedly—turn out to add great value.

But if you still don't know where to start, some possibilities could look like this:

1. Brainstorm ways to learn information about your goals

over the next two years. For instance, talk with people who are practicing in that field of law—within your firm, WWL members, members of other firms. Observe those you admire as they practice in court or present at CLE conferences.

Read up: go to the library and check out materials on the topic on which you want to become expert. Read them cover to cover. Write down the questions raised in your mind and the names of books and articles cited that can teach you more. Add one new article to read or one new person to speak with to your calendar each month.

2. Break the big goal into interim steps—and write them down. Add one skill to your repertoire in the next 12 months, even if you do it on a pro bono basis. Join one nonprofit board that will expose you to other lawyers or business people who could in 2 to 5 years be good clients for the type of practice you want to have.

them for business this year, but you are demonstrating follow-through, trustworthiness, and commitment to the community by what you accomplish. Check back on your written goals and the steps you have taken toward achieving them anytime you need an energy boost.

You'll find that learning to be who you want to be and doing something that is meaningful to you and your world, instead of merely wishing you could, is one of the most rewarding journeys of life.

—Contributed by Kristin Stred, Featured Columnist.

## RESOURCES

• [Learned Optimism](#), by Martin Seligman, Ph.D.

• "Investment in Excellence" Training, Pacific Institute, [www.thepacificinstitute.com](http://www.thepacificinstitute.com)

• [First Things First](#), by Stephen Covey, Roger Merrill, Rebecca Merrill

• Franklin Covey training, [www.franklincovey.com](http://www.franklincovey.com)

• Karen Summerville, Legal Career Counselor, [www.legalcareermanagement.com](http://www.legalcareermanagement.com)

### ABOUT THE AUTHOR: KRISTIN STRED

*Kristin Stred thoroughly enjoyed her practice as a corporate and securities lawyer and as general counsel of two Seattle-based public companies.*

*Kristin developed some of her business skills as Past President*

*of the KCWWL Board. Kristin is now treasurer on the Global Visionaries Board and Vice President of the Board of NW Defenders.*

*Kristin is currently an executive recruiter, focusing on recruiting members of corporate*

*boards of directors, and assists her recruiting partner Victoria Harris in searches for in-house lawyers.*

*Kristin can be reached at [Kstred@houser.com](mailto:Kstred@houser.com).*

KCWWL GOES TO LOS ANGELES: ABA MID-YEAR UPDATE

*“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”*

*-Margaret Mead.*

The American Bar Association (ABA) Young Lawyers Division (YLD) is one such group. Recently, Jaime Hawk, a Spokane Attorney and KCWWL VP-Legislative Affairs, attended the ABA Mid-Year Conference in Los Angeles as a YLD Washington State Delegate.

In addition to voting on governance issues in the YLD Assembly, Hawk is one of two US attorneys volunteering to lead a YLD 2008-2009 public service project focusing on teen domestic violence. According to statistics cited by the ABA Commission on Domes-

tic Violence, physical aggression occurs in one in three teen dating relationships.

This year, YLD public service team members plan to develop a video and legal practice toolkit addressing teen domestic violence issues, and plan to work on removing teens’ barriers in accessing the legal system.

Hawk is a member of the public service project team and will serve as the upcoming Washington State YLD President. Hawk first became involved with YLD as a third-year law student working on the ABA Commission on Domestic Violence.

Reflecting on her long involvement with YLD, Hawk commented, “There are so many opportunities to serve in

leadership positions within the YLD and within the greater ABA.

Being involved is also an incredible opportunity to build community through public service.”

The ABA YLD meets quarterly, twice together with the greater ABA. Delegates from each state participate in the YLD Assembly according to the number of licensed attorneys that are ABA YLD members.

Membership in the YLD is automatic for all ABA members under 36 years old or admitted to practice for less than five years.

Recently Washington State representation in the ABA YLD Assembly has declined due to a lesser number of YLD members in Washington,

**“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”**

**-Margaret Mead**

Hawk explained. To become involved in the current service project or in the great variety of other YLD activities, visit <http://www.abanet.org/yld>.

*-Contributed by Jamie Hawk and Kristen Larson.*

KCWWL MEMBER SPOTLIGHT: BETH TERRELL



KCWWL Board President-Elect Beth Terrell joined the Board in 2004, serving as VP-Civic Affairs and Secretary. Terrell graduated from the University of California-Davis School of Law and has been a member of Tousley Brain Stephens PLLC since 2001. Terrell focuses on complex litigation and prosecutes consumer, defective product, secu-

rities, and wage and hour class actions. She routinely litigates against Fortune 500 companies and served as co-lead counsel in numerous multi-state and nationwide class actions. She now serves as co-lead counsel in a class action against Wal-mart on behalf of 76,000 employees— one of the largest class actions ever certified in Washington. Terrell

also counsels individual clients and small to medium-sized businesses on employment matters. Terrell is active in the employment bar and serves as a Trustee for the King County Bar Association’s employment section. She has also been recognized by her peers as a “Super Lawyer” in Washington.

**THE JOYFUL LAWYER: LOVING THAT MORNING COMMUTE**

*-Contributed by Sara Amies.*

Stress management and thoughtful career choices are critical components of job satisfaction. Coping with high stress is perhaps the most common struggle for all lawyers.

Lisa Belkin wrote in the January 24, 2008 issue of the *New York Times* that law firms are re-thinking longstanding business models to address quality of life issues that have left many lawyers overworked, depressed, and contemplating alternate careers.

Some firms have responded by adjusting or eliminating the frequently vilified billable hour model in an effort to retain and attract top women lawyers. Women, in particular, struggle to balance family and career. But they are no longer the only lawyers brave enough to stand up and demand changes to the field. Clients objecting to spiraling legal fees and law students who see greater flexibility offered in other professions are now joining the call for more flexible hours and salary packages.

Take charge of your career and life choices by joining KCWWL for a noon-time CLE designed to discover ways to increase your job

satisfaction by managing your stress and making healthy career choices.

Dr. Stephen Feldman, a practicing psychologist and former attorney, will

discuss pressures unique to law practice, ways to identify unhealthy stress levels, and techniques to manage stress.

Dr. Feldman will

be joined by Karen Summerville, owner and founder of Legal Career Management, a career counseling firm specializing in assisting lawyers find their  
*-Cont'd, p. 7.*

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## Don't Miss Out On This Year's KCWWL Sponsorship Opportunities

2008 will be a year to remember and KCWWL has created three sponsorship opportunities for law firms, individuals, and community businesses to participate in throughout the year. **Bronze Sponsors (\$1,000)**, are recognized in all four issues of the VOICE, on our listserv, at all of our social events, lunchtime CLEs and Fall Practice Clinic, at our Annual Holiday Party, on our website, and in our advertisements in the KCBA Bar Bulletin, WSBA Bar News, and the Washington Women Lawyers Newsletter. **Silver Sponsors (\$2,500)** receive all of the recognition available to Bronze Sponsors, plus special recognition at our Annual Holiday Party and at our Professional Skills Series events. **Gold Sponsors (\$5,000)** receive recognition at the Bronze and Silver Sponsor levels plus special recognition at our Seattle Storm events, an opportunity to speak at our Annual Holiday Party, and recognition and eight (8) tickets to our Judicial Appreciation Luncheon.

For more information about KCWWL Sponsorship Opportunities, please contact Tracy Sarich at

●●●●●●●○●○●○● [tsarich@yahoo.com](mailto:tsarich@yahoo.com) or call (206) 949-6085. ○●○●○●●●●●●●●

### CALLING ALL MEMBERS!

Be part of the KCWWL Judicial Evaluation Committee! The JEC interviews judicial candidates, checks references, and

evaluates the information for a rating. The committee meets one to two evenings per month, with greater flexibility as we add

new members.

We are a congenial and collegial group, now entering an exciting election and appointment season. You can contribute to the quality of the King County Bench by participating. Our goals are to sustain and strengthen the judiciary through the appointment and election of excellent judicial candidates; and to encourage qualified candidates, sensitive to women's issues within the profession and under the law, to seek and obtain positions of responsibility and stature within the legal profession and the community.

JEC members must have a minimum of three years experience in law practice. Though all are encouraged to apply,

JEC is especially interested in those who regularly appear in King County Superior Court, and those in the following practice areas: complex civil litigation, employment litigation, criminal defense, and personal injury law. If interested, contact Charlotte Clark-Mahoney ([CharlotteC@atg.wa.gov](mailto:CharlotteC@atg.wa.gov)) and Mary Young ([youngm@lanepowell.com](mailto:youngm@lanepowell.com)). Please include your contact information, practice areas, and years of practice.



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## Planning to become a Parent?

Transitioning to parenting can be easier with some planning. MAMAS members suggest:

- Before becoming pregnant, take folic acid to reduce neural tube defect risk. Sign up for day care, as most Seattle-area daycare centers have two year waiting lists. Think carefully whether delaying pregnancy for later in your career is wise, considering fertility concerns and schedule demands. Research your business's maternity, paternity and part-time policies, and join the MAMAS listserv for information about local firm policies. Consider whether you will take unpaid leave and budget accordingly. Join MAMAS! Visit [www.mamaseattle.org](http://www.mamaseattle.org).
- After becoming pregnant, ask friends about a good OBGYN, preferably near your office, and try to get

The first appointment of the day to ensure you will be seen on time. Sign up for the Program for Early Parent Support (PEPS), connecting new parents who live near one another (includes evening groups for working moms). Have lunch with one from your business who has had a child while at the business. Learn about pitfalls, if any, in advance. Ask your business about working

at home, in case of complications. Get on the patient list of a good pediatrician near your home. Sign up for any email listserves for new parents in your neighborhood. Contact your health insurance company to learn whether they will pay for a breast pump and other medical equipment. Find a private place at work where one can use the pump. Finally, take

good care of yourself (or your pregnant significant other) and prepare for a wonderful new world!

Please join MAMAS at one of our many upcoming events. MAMAS welcomes parents and non-parents alike.

*-Contributed by Alisa Brodkowitz, Co-VP Lawyers as Parents, on behalf of the Mother Attorney Mentoring Association of Seattle (MAMAS).*

## LOVING THAT MORNING COMMUTE, CONT'D FROM PG. 5

greatest job satisfaction and success. Summerville draws upon her experience as a law firm partner to help lawyers understand the political and personal dynamics of 'big firm' culture and find ways to succeed while balancing family, other interests, and quality of life.

Before opening Legal Career Management, Summerville practiced law as a partner in the Betts, Patterson & Mines firm, specializing in commercial litigation and actively participating in associate hiring and training.

At the upcoming CLE, Summerville will discuss ways to iden-

tify and prioritize career and life goals. She will also discuss the different career choices lawyers can make to meet career and life goals. For more information about this important event or to register, please contact Sara Amies at [sara@stellerlaw.com](mailto:sara@stellerlaw.com).

## A SPECIAL THANK YOU TO OUR ANNUAL SPONSORS

KCWWL SPONSORS are law firms and other businesses that provide support on an ongoing, annual basis through monetary support, meeting spaces, teleconferencing services, printing, and administrative support. If you would like more information about becoming a KCWWL SPONSOR, please contact Tracy Sarich at [tsarich@yahoo.com](mailto:tsarich@yahoo.com).

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For more newsletter issues and for a host of other membership benefits, contact Sharon McConnell, VP-Membership, at [mccconnell.sharon@gmail.com](mailto:mccconnell.sharon@gmail.com), or visit <http://kcwwl.org/contact.html> to complete our membership form.

For more information on our topics, visit:

- [coachingforchange.com](http://coachingforchange.com), developed by Irene Leonard, Executive Business Coach
- [legalcareermanagement.com](http://legalcareermanagement.com), developed by Karen Summerville, Manager and Director, Legal Career Management

**Coming in Future Issues**

- *Advanced Negotiation*
- *Rainmaking*
- *Women and Power Talk*
- *Personal Branding*
- *Going Solo?*

### PAKISTAN: SUBVERTING THE RULE OF LAW

April 15, 2008—12 pm to 1:30pm  
@ Seattle University School of Law  
Free Attendance; Lunch Provided  
\*(CLE credit approval pending)

*Co-Sponsored by KCWWL and the South Asian Bar Association of Washington.*

For more information or to register for this exciting discussion, please contact Priya Cloutier at [priya.cloutier@cloutierenglelaw.com](mailto:priya.cloutier@cloutierenglelaw.com).

### The Joyful Lawyer CLE—Increase Your Job Satisfaction

April 4, 2008—12 pm to 1:30pm  
@ K&L Gates LLP  
1.5 general CLE credits pending

Cost: \$30 for non-WWL members; \$20 for WWL members; free for students (limited number of spaces available)

***Job satisfaction starts with making quality of life a priority. This 90 minute presentation is a small investment with a big return!***

For more information or to register, contact Sara Amies at [sara@stellarlaw.com](mailto:sara@stellarlaw.com) or (206) 919-0577.

## ***Save the Date! KCWWL at the Verve!***

Join us for an evening of tasting wines and appetizers specially selected for KCWWL! On Wednesday, March 26 from 6—8 pm, celebrate International Women's Day and local women-owned businesses at Verve, listed by *Seattle Metropolitan Magazine* as one of Seattle's 10 Best New Restaurants. RSVP to [ellie.weden@gmail.com](mailto:ellie.weden@gmail.com).

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[www.vervewinebar.com](http://www.vervewinebar.com) — 3820 S Ferdinand Street, Suite 102, Seattle, WA