

THE VOICE
OF KING COUNTY WASHINGTON
WOMEN LAWYERS

MAY—JUNE—JULY 2008



*The Intentional Career:
Staying the Course*

CALENDAR:

- **TBD:** Personal Branding & Rainmaking, K&L Gates. See kcwwl.org for details.
- **July 24:** Jubilee Women's Center Career Coaching and Dinner.
- **Sept. 4:** KCWWL Credibility & Gender in the Courtroom CLE, K&L Gates, 11:45—1:30pm.
- **Sept. 12:** Seattle Storm Game Event and Title IX CLE.
- **Sept. 30:** Power Talk: Speaking Up & Being Heard, K&L Gates, 11:45—1:30pm.
- **Oct. 10:** WWL Annual Event (see wwl.org)
- **Oct. 24:** KCWWL Civil Procedure Workshop, K&L Gates, 9—4:45pm.

-By Kristin Stred, Featured KCWWL Columnist

In my most recent column, I wrote about giving yourself permission to learn new skills that will help you achieve your goals in life. I've found there are three ways to learn : experience, reading, and talking with people. When you use all three together, you get further, faster on the track to your intentional career.

I have another 'rule of three' : I try to always have 3 plans for reaching my goals, not just one:

- Plan A is the plan of steps to research, actions to take, and people to talk to in order to achieve my goals within my current employer's framework.
- Plan B is the steps I need to

take to make my practice, or my personal skillset, attractive to another employer.

- Plan C is the plan to reach my goals without an employer at all – hanging out my own shingle as a lawyer, a freelance writer, a weed-puller, a babysitter, a recruiter, or a consultant of any kind.

An example from my last column illustrates how the three plans work for you, all at the same time. For instance: "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 business."

In this example, you could be successful as an estate planner in your current firm, at another firm, or on your own. To be successful in all three scenarios - Plan A, B, and C – you might start your career development plan with steps such as:

- 1) Talking to experienced estate planners both inside you current firm and in solo practice. What can they teach me about the technical tax aspects of transferring a family business? What are their war stories about how they helped to maintain healthy family relationships – or how they inadvertently triggered difficulties for the family that became larger than the taxes saved? What methods worked best for them to develop a client base?
- 2) Taking baby steps –*cont'd, p.3*

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KCWWL Celebrates the Judiciary



Photo by Martina Machackova.

The Honorable Marsha J. Pechman and the Honorable Kimberley Prochnau, two KCWWL 2008 honorees, share a moment of conversation during this year's Judicial Appreciation Luncheon.

Members of the King County bar have many reasons to be proud of their colleagues. KCWWL honored five outstanding women at its annual Judicial Appreciation and Honors Luncheon in Seattle at the Olympic Fairmont Hotel on June 4.

Over 200 gathered to honor this year's award recipients: Judge Marsha Pechman; Judge Kimberley Prochnau; Judge Ann Schindler; and attorney Nancy Sapiro.

KCWWL President-Elect Beth Terrell set the tone in opening remarks, urging attendees to remember that

"this year's success merely reflects the great women that have come before."

Time has changed the makeup of the judiciary so that more women sit on the bench than ever before. This year, KCWWL renamed its Judge of the Year award for the Honorable Betty B. Fletcher of the Ninth Circuit Court of Appeals.

Fletcher pioneered gender equality efforts throughout the state, as Seattle-King County Bar Association President, State Bar Association Governor, and chair of the committee –*cont'd, p.2*



Voice Contributors

- Kristen J. Larson, Editor-in-Chief**
- Moni T. Law, Co-Editor**
- Tracy Sarich, Co-Editor**
- Sara Armies**
- Mary Reiten**
- Jane Faulkner**
- Kristin Stred**
- Tahmina Watson**
- Kristin Peterson**

MESSAGE FROM THE KCWWL PRESIDENT

June 4th marked our Annual Judicial Appreciation Luncheon, celebrating the judiciary and members of the legal community who have championed women’s issues in Washington. In addition to our worthy honorees, we proudly celebrated the accomplishments of the Honorable Betty B. Fletcher by re-naming our Judge of the Year Award in her honor.

Today, more women lawyers and judges exist than ever before, but many of the issues facing our founding members are still relevant. Thus, KCWWL has partnered with a number of other organizations, including SABA, LBAW, and MAMAS, to offer programming providing

King County women with the tools to achieve professional and personal fulfillment. KCWWL also joined with the King County Bar Association Gender Equity Commission to present a series focused on business and professional skills.

I hope that this year’s programming and this issue of the VOICE will help you reach your goals—as you define them— and inspire you to become more involved in our community founded by women like Judge Fletcher, whose strength of character and intellect provided hope in a field with few female voices.

And the year’s only half over. We have many

upcoming CLEs and community events planned, with a special partnership with the Northwest Women Law Center and the Seattle Storm later this year, and our annual Winter Party in November, when we will celebrate the founding members of this organization and welcome our 2009 Board. For details, please continue to visit our calendar of events at www.kcwwl.org.

Thank you for your support and membership in the King County Chapter of the Washington Women Lawyers. I hope to meet you at one of our upcoming events!

-With Warmest Regards,
Tracy Sarich, KCWWL
2008 President

JUDICIARY , CONTINUED FROM PG.1

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that spearheaded state equal rights amendment passage.

The Honorable William Fletcher, Ninth Circuit Court of Appeals, introduced his mother by explaining “One could say she loves the law. But a more accurate way to state it is that she loves to do justice.”

Kathy Fletcher introduced Judge Marsha Pechman, winner of the Betty B. Fletcher Judge of the Year award, in similar fashion, describing Pechman as one who “strives to make the justice system more responsive, more efficient, and in a word, more just.”

As a King County Superior Court judge, Pechman worked to unify juvenile, family, and dependency courts, and became one of the first in the nation to use the ‘struck jury’ system. Pechman is also highly respected for mentoring and teaching law clerks and students. Pechman currently serves on the U.S. District Court for the Western

District of Washington.

Judge Kimberley Prochnau received the Vanguard award, honoring her many initiatives to assist the poor, elderly, and *pro se* litigants by providing instructions, access to forms, and courthouse orientation.

Judge Ann Schindler was honored with the KCWWL President’s Award for her tireless work on behalf of women in the legal profession. She is a longstanding member of the Glass Ceiling Task Force, member of the Washington State Supreme Court Gender and Justice Commission , and current chair of the King County Bar Association Gender Equality Committee .

Nancy Sapiro, Northwest Women’s Law Center Staff Attorney, received the KCWWL Friend of the Judiciary Award. Sapiro has been a leader in the fight for Northwest women and families on a number of issues, including the fight for comprehensive sex education and against pharmacy refusals.

STAYING THE COURSE, CONT'D FROM PG.1

toward cultivating clients that will be yours wherever you go.

For example, you can find an organization of business owners that isn't overrun with estate planning lawyers. Trade associations, nonprofits, private school boards, the sidelines of your kids' soccer games can all be places where you can start a conversation with a business owner. Be a great listener and learn what their challenges are. Don't be in a hurry to write a will – get to know their personalities, their challenges with their employees, what makes them laugh. Take them out to lunch and *don't* ask for business for the first year. This is cultivation, not closing time.

(2) Developing top notch skills and a reputation for having top notch skills among people who refer work to estate planning lawyers. Who are those? Bankers and accountants primarily, business lawyers secondarily, and everyone else third. You can write articles on the topic of family owned businesses for business publications, give talks on the latest estate tax law rulings for bankers and accountants, and send a free newsletter on the topic to non-estate planning clients.

What is powerful about having *three* plans is that it helps remind you that no one organization holds the key to your career's fate. Your current law firm may have political issues or money issues or

personality issues. Your next firm probably does too. So don't get seduced into thinking that these outside factors can make or break you – and be quite conscious of whether you could redirect time from internal politics to cultivating clients or presenting CLEs. If you keep developing outstanding skills and your own group of clients, you will find yourself with a career that you yourself designed, whether it is at your current firm, another firm, or on your own.

Hopefully you recognize that I use estate planning to illustrate my 'rule of three', not to suggest that we all become estate planners. Adapt these ideas to your own practice area – and write down

your goals. Beneath each goal, write down the steps toward the goals you can take in a year, a month, a week, and today.

Maybe even break these steps down into very small chunks – 10 minutes of brainstorming names of people to meet, or 20 minutes of researching trade associations that might be good places to develop relationships with business people. Add up the small chunks of research, talking to people, and writing and you develop the *habit* of moving toward excellence in your intentional career – whether you end up spending most of your time at organization A, B or C. You can be successful in more ways than one.

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 Presi-

dent 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 corpo-

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

Kristin can be reached at Kstred@houser.com.

“Develop the *habit* of moving toward excellence in your intentional career... You can be successful in more ways than one.”



Photo by Martina Machackova. Mary Reiten, JAL Co-Chair, left, assists luncheon attendees. Shiva Tayebi also served as Co-Chair.



MAMAS CALENDAR OF EVENTS

- **July 13:** MAMAS Annual Summer Picnic, Lincoln Park, West Seattle, 10 a.m.-2 p.m. Families welcome! Featuring kids' musician, face painting, wading pool, bubbles, snacks, and beverages. MAMAS members RSVP on BigTent under 'Events' tab; all others contact Jami Grounds at jgrounds@susmangodfrey.com.
- **July 16:** MAMAS Brown-bag lunch, K&L Gates, Seattle, 12 p.m. - 1 p.m. Featuring life coach presentation.
- **Aug. 20:** MAMAS Brown-bag lunch, K&L Gates, Seattle, 12 p.m. –1 p.m. “Speed dating” social hour! Meet fellow members and learn about their practice.
- **Sept. 17:** MAMAS Brown-bag lunch, K&L Gates, Seattle, 12 p.m. –1 p.m. “Choosing Schools: A Parent’s Perspective.” Panel discussion.

Become a member! Visit www.mamaseattle.org.

STAYING IN THE FLOW: SLOWING DOWN TO MOVE FORWARD

- By Jane Faulkner,
Featured Columnist

Flow with whatever is happening and let your mind be free. Stay centered by accepting whatever you are doing. This is the ultimate.
-Chang Tzu

How do you find your own satisfying and fulfilling way to work and live?

We want the most from our careers and lives. We set goals and methodically pursue them—often with success, but not always with ease or without stress. When we fall short of the mark, or find that reaching a goal does not produce satisfaction, what then?

Take a moment and step back. When you spend a lot of time “in your head”—analyzing, synthesizing and solving problems— you might find you’re less fluid with your creative, intuitive knowing.

For instance, Harvard

neuroscientist Jill Bolte Taylor experienced “nirvana” when she lost use of the left side of her brain during a stroke. Taylor told her story in her recent book, *My Stroke of Insight*.

As Taylor found, our logical side can complement our creative side. The word “logic” is defined as “the art of reasoning” and “the relationship of the element to whole.” True logic is holistic, not one-sided, and not fear or control-based.

By leading from your creative, intuitive side, complemented with the logical side, you can set goals and take actions that are aligned with your values and will create personal fulfillment. And, you won’t have to “work” to achieve your goals. When you are “in the flow”, your “work” feels like inspired action, or even joyful play.

Let me offer a road map.

(1) Take charge of knowing what you want.

Tune into the knowing part of you—I call this your “gut” or feeling sense. What does that part of you really want? Imagine a moment in time when you have what you want, then step into the scene. Where are you? Who are you with and what are you doing? Imagine every sensory detail of the scene and experience it all. Does your energy increase when you envision the scene? Does the scene fulfill your current values? What do you have to give up to get what you want? How will you know when you have what you want? Why is it important to you?

(2) Write it down. Let it go. Once you know what you want, write it down in detail and then let go of the outcome. A paradox perhaps, but by letting go of the outcome, you -cont’d, p. 5.



Jane Faulkner is a past practicing lawyer and coach. She works with women lawyers to guide them to find fulfillment in their careers and lives. Jane partners with her clients to have more successful careers, to increase work-life balance, and to navigate transitions so that they can become architects of their authentic work and lives.

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Jubilee Evening

On July 24, 2008, KCWWL will gather a group of volunteers to spend an evening with the women living at the Jubilee Women's Center for a night focused on achieving career goals. We are especially pleased Jane Faulkner, professional career coach, will join us. Jane's experience and passion for empowering women will be the highlight of the evening. As with all our visits to the Center, we will also provide dinner, conversation, and socializing.

The Jubilee Women's Center opened in Seattle in 1983 and provides supportive and long-term transitional housing for homeless women. Please contact Kristin Peterson at kristinp@wsha.org if you are interested in volunteering the evening of July 24th.



STAYING IN THE FLOW, CONT'D FROM P.4

actually make room for it, or something better, to show up. If you hold on to what you think you want with a tight fist, you won't have an open palm free to receive what shows up.

(3) Live in the present rather than in the future.

If you try to control the future, you are playing mind games. Life only exists in the present. You are just considering the next right action. You will find that being present with and not resisting "difficult" circumstances allows you to learn what you need to and then move on.

(4) Listen inside.

So how do you know the next right step? Once you are clear about what you want, take the time to notice your feelings, and to listen inside, especially to your Being part—the deepest truth of who you are, where your core values live. When you do this, you will receive internal guidance that points you to some sort of inspired action.

If an action is "inspired" (meaning "spirit

into"), it will ultimately bring you peace and joy, not sap your energy. When your energy is drained, when you think that you have to "make it happen," or your actions feel like "work," your logical mind is probably running the show. You are in resistance. If you just slow down and release resistance, there will be an easier way.

(5) Plan based on inspired action.

This is where your logical mind is invaluable. You can create a plan based on what you are inspired to do. The strength of the left side of your brain is to collect, organize and synthesize data. By working with it as you would your computer or any other tool to complement your creative, intuitive knowing, you will find balance and structure to implement the inspired.

When you stay in the flow of the river, life is magical. When fear takes over, you may find yourself entangled with branches and rocks, but the simple act of letting go will bring you back into the current of the river.



Photo by Tahmina Watson.

Enoka Herat describes the protests over removal of judges.

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UPDATE: PAKISTAN AND THE STRUGGLE FOR RULE OF LAW

On April 4, KCWWL and The South Asian Bar Association of Washington (SABAW) presented a joint CLE to over 75 attendees on the recent rule of law crisis in Pakistan.

Tayyab Mahmud, Seattle University Associate Dean for Research and Faculty Development and Professor of Law, Devin Theriot-Orr, Human Rights Commission of Pakistan Fellow, and Enoka Herat, recently returned from SABAW-sponsored work in Pakistan, related their first-hand experience of events leading to the crisis and provided perspective on Pakistani constitutional law, history, and politics.

Theriot-Orr participated by teleconference from Pakistan, providing an

update on negotiations between leading political parties for restoration of judges removed from office during the current crisis.

Theriot-Orr was one of over seventy activist lawyers and professors detained at the Human Rights Commission of Pakistan office this past November. Many more judges, lawyers, and other activists have been detained during protests of government action following the November 3 edict by Pakistani President General Pervez Musharraf suspending the constitution.

KCWWL and SABAW thank Seattle University for its generosity in hosting the CLE, and thank the firms of Dorsey & Whitney and Cloutier & Engels for sponsoring the event.

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 or call (206)949-6085.

The Joyful Lawyer: CLE Update!

KCWWL held its first "Joyful Lawyer" CLE on April 4 before a sold-out audience. Dr. Stephen Feldman, psychologist, and Karen Summerville, legal career consultant, presented

valuable information on smart career choices and stress management. Summerville's highlighted her "portfolio career" idea, in which the practice of law is only one facet of a tailor-

made career design. Dr. Feldman presented valuable information on coping with the effects of stress on the body. Meanwhile, KCWWL has not paused for breath in offering relevant programming to members. We look forward to seeing you at another KCWWL event very soon!



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LEAVE NO FAMILY BEHIND: CALL FOR PRO BONO SUPPORT

Join Attorneys Assisting Citizen-Soldiers and Families (AACF) in creating a Washington volunteer network to provide limited legal services to service members and their families.

Washington State is slated to deploy approximately 3,500 of our National Guard members to Iraq in August, some for a second or third tour of duty.

Deployment places additional demands on military personnel and families. Guard members and their families need legal services before, during, and after deployment. Unlike active military personnel, Guard family members may not have convenient access to a military base or a military legal assistance officer. In addition, military legal staff and resources are stretched to focus on deployment

readiness. Civilian attorneys, including KCWWL members, can offer expert assistance on creditor-debtor issues, landlord-tenant issues, consumer law, family law, immigration, and other issues.

With AACF, staffing is needed for a network of pro bono clinics. Development of a volunteer attorney roster is already underway. To volunteer for a clinic, join the growing referral list of volunteer attorneys willing to take pro bono cases, or to learn more about AACF, contact Captain Alex Straub, Washington National Guard Legal Assistance Attorney, at (253)512-8262, or email attorneysenlist@gmail.com.

As a key component of the project, the WSBA Legal Assistance to Military Per-

sonnel (LAMP) Section will sponsor a CLE on Wednesday, July 9, 2008, from 9 a.m. to 1 p.m., in Seattle at the WSBA Office, 1325 4th Avenue, 6th Floor. Additional details and registration information will follow.

For more information about AACF and related opportunities to support members of our community directly affected by the Iraq war, please visit <http://aacf.wordpress.com>.



Photo by Tahmina Watson

KCWWL Board Members Rebecca Andrews, Tahmina Watson, Moni Law, and Shiva Tayebi recently attended the Chaya Benefit Dinner and Auction. Chaya is a Seattle area non-profit organization serving South Asian women in times of crisis or need and raising awareness of domestic violence issues.

SAVE THE DATE: ENLIST FOR PRO BONO LEGAL SUPPORT!

"Leave No Family Behind" FREE Mini-CLE

Co-Chairs, LAMP Chair Adam Torem and Member CPT Alex Straub

Presenters will include JAG officers and civilian attorneys with experience in family, consumer, housing, immigration, and employment issues facing military personnel. CLE credit pending.

DATE: Wednesday, July 9, 2008, 9 a.m.—1 p.m.

WSBA Offices, 1325 4th Avenue, 6th Floor, Seattle 98101.

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