

DE DIE IN DIEM

THE NEWSLETTER OF THE WESTERN MONTANA BAR ASSOCIATION

APRIL 2015

President's Message by David Steele:

Unsung Heroes

I don't know for certain, but I'm going to guess that for the vast majority of you, your staff and assistants rescue you from various pitfalls more often than you'd like to admit. For my part, I'll admit that some days, it seems like my staff saves me about once or twice an hour. Whether it be alerting me to a fast-approaching deadline, helping me scrutinize discovery production, or mentioning that gob of cream cheese stuck on my tie before I walk into Court, I am grateful that my staff have my back. In our office, we attorneys recognize that we are able to perform our jobs in large part because we are blessed with exceptionally talented and dedicated staff. I'm not quite sure how they do it, but somehow, my staff are able to save me from myself.

Wednesday, April 22, 2015, is Administrative Professionals' Day. If you don't have this day marked on your calendar, you should. Too often, our staff and assistants go unrecognized in this profession. And that's too bad, because I have come to realize that the only reason I can produce what I do, is because there is a staff person who is dealing with all that other day-to-day stuff that occurs in a law firm. From answering phones, to writing letters, filing pleadings, preparing invoices, to generally keeping things organized, we owe much of our pro-

ductivity and success to our staff. And I know it is all too easy to become complacent, taking all that work they do, and their dedication, for granted. Don't do it!

At some modern law firms, there is little apparent hierarchy; attorneys and staff march forward together, shoulder to shoulder, recognizing that they all succeed or fail together as a team. Sure, some may scoff at this approach. People appreciate the acknowledgement and recognition that they are a critical part of the team. Most people like to hear that what they do matters; that their contribution to the effort might make the difference between success and failure. You may find that, for many people, this type of recognition can be more motivating and more



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powerful than any monetary compensation.

So, don't be "that boss." Take your staff out to lunch. Buy them some flowers. Give them a card. Let your staff know that your successes have been possible because of their dedication to you. Thank your staff for their work in helping you achieve the successes

that others may conclude were achieved by you alone. And while our clients or the public might think we were the hero attorneys who single-handedly closed the deal or won the case, we all know that's not entirely true. We all know that we could not have done it alone. The unsung heroes are our staff. Celebrate them and give them the acknowledgement they deserve.

EVENTS & ANNOUNCEMENTS

Join the WMBA on Thursday, May 21, 2015, for a presentation by the Incoming Dean of the University of Montana School of Law, Paul Kirgis. Dean Kirgis will speak on the status of legal education in 2015.

Please RSVP to rsvp@westernmtbar.com

WMBA luncheons are the Third Thursday of each month at 12:00 noon in the Florence Building. \$15 for WMBA members; \$20 for non-members.

ANNOUNCEMENTS, QUESTIONS, ADVERTISING INQUIRIES:

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