



Tips of the Trade Series “A Good Rule of Thumb”

By Dr. Stacy Feiner

Think about the last good idea you asked your boss to consider. Perhaps you asked for funding for innovative business development? Resources to



launch an idea you just saw your boss get excited about? Time to research a new precedent to support your position on a case? Support to test a best practice discussed at a conference you attended?

What was the response? A resounding, bellowing, “No.” A dismissive, nonchalant, “Nah.” Or better yet, “We tried that once and it failed.”

What was your response? You walked away defeated? Agree that it wasn't that good of an idea in the first place. Tried to come to terms with the fact that you're stuck with an “in the box” boss?

If this is how your script goes, you've

missed the point. You are someone who learned not to challenge authority, not to make waves, smooth things over, do what you're told, be good, etc. etc. etc. If you heeded the lessons from the sports you played, you know a very different script. You understand that you get a few chances...three strikes, four downs, two serves, time-outs, penalty shots, etc. etc. etc.

Getting support for a good idea takes time. In fact, three attempts to get traction on a good idea is a good rule of thumb. That means you should gear up for a few consecutive rejections. Think through a strategy for building a case over time.

Plant the seed. Preview your idea casually: between meetings, over lunch, in a brief email. Don't expect a response; don't ask for one or wait for one. If you are lucky enough to get a positive response or approval to move ahead, formalize your efforts, plan and take action. As for all other responses, simply take note of the reasons offered and plan for step two. Quiet any thoughts of rejection. Remember you've just sprung something on your boss for which he or she was not prepared.

Tip: If you drop the issue now, you might be communicating that the idea wasn't important to you.

Cultivate the idea. Reintroduce your idea in a formal 15-minute scheduled appointment. Explain that you mentioned this idea a few weeks earlier and

based on the research you've done since that time, it seems worth bringing it up again. Admit that you've refined it a bit, researched it, obtained some data/stats, received some input from colleagues, even clients. Proactively ask for your boss's skepticism, concerns and doubts about the idea. Acknowledge and appreciate that the critique is and will continue to be helpful. Without resigning the idea, offer that this exchange raised even more questions and gave you much more to think about.

Tip: Raising the issue a second time suggests you take the time to do the due diligence and that you believe in your own ideas.

Reap the rewards. Here we are now six weeks out. Your previous efforts proved worthwhile. Your boss must

-continued on page 3

Inside this issue

President's Message	2
Announcements	2
Lawyering and Mothering	4
Ohio Petroleum Marketers Association.....	6
Leading with Style Columbus 2009	7

OWBA board members

President

Lisa R. House

President-Elect

Valoria C. Hoover

Vice President

A. Elizabeth Cargle

Secretary

Jennifer B. Rhoads

Treasurer

Angela M. Courtwright

Immediate Past President

Michele A. Shuster

Trustees

Denise Platfoot Lacey

Erica Sherrick

Hon. Patricia A. Delaney

Joyce Anagnos

Veena Khanna

Kathleen Gadd

Stacey A. Borowicz

C. Lynne Day

Barbara L. Morgenstern

Mellissia Fuhrmann

Cara Galeano

Amanda Martinsek

Executive Director

I. Violet Imre

Past Presidents

Pamela Nagle Hultin (92-93)

Mary Lynn Readey (93-94)

Barbara J. Smith (94-95)

Linde Hurst Webb (95-96)

Laura A. Hauser (96-97)

Kirsti Talikka Garlock (97-98)

Maria A. Kortan-Sampson (98-99)

Jami S. Oliver (99-00)

Helen MacMurray (00-01)

Debra J. Horn (01-02)

Suzanne M. Nigro (02-03)

Michelle J. Sheehan (03-04)

Halle M. Hebert (04-05)

Monique B. Lampke (05-06)

Pamela D Houston (06-07)

Susan E. Petersen (07-08)

Michele A. Shuster (08-09)

President's message



Lisa R. House

I recently received a letter from a female attorney who was upset with the type of networking events hosted by the Ohio Women's Bar Association, specifically, about the fact that the organization hosted an event "coordinating makeup and wardrobe." I welcome all feedback--positive, negative, or neutral. Below is a combination of my comments in response to this person's criticism, as well as additional comments after further reflection.

The OWBA was formed in 1991 to build a community of lawyers who are interested in the issues that uniquely affect women. No doubt, as women, we face issues that are common amongst us. We also face issues that are unique to each of us, and although these issues may be shared amongst some, they are not always shared amongst all. Thus, the organization attempts to offer a variety of events with the understanding that each event will not always target everyone.

Whether we use the term "fashion," "style," "finding balance in the wardrobe," or some other adjective or similar phrase, the bottom line is this: One's appearance does matter. In 2008, *The Wall Street Journal* featured an article entitled "Women in Power: Finding

Balance in the Wardrobe."¹ The article noted "[w]omen in positions of authority, from Washington to Wall Street, face fashion scrutiny that's so intense it can border on comical--though it's serious business to the women, their organizations and, it turns out, lots of working women." The article also states that many women avoid the use of the word "fashion" in fear of it being portrayed as "a girl thing" or a "woman thing."

The fact that women feel, in the year 2009, that we cannot talk about fashion, style, or wardrobe in the workplace is astounding to me. I proudly admit, I frequently research and learn about the latest in fashion, as it continually changes. I also proudly admit that I love shoes; I love handbags; I love jewelry; I love makeup; I love being a girl! *But, these things do not define me.* My career as an attorney does not define me. My role as president of this fine organization does not define me. My character, my integrity and my compassion define me.

It is time that women feel comfortable talking about these issues not only at home and outside of the workplace, but *in* the workplace. As a leader of this organization for 2009-2010, I stand behind our events 100 percent and encourage all women to embrace being a woman. I also encourage all women to support other women, regardless of our viewpoints. We should celebrate our similitude and embrace our dissimilarity.

¹ The Wall Street Journal, "Women in Power: Finding Balance in the Wardrobe", Jan. 24, 2008, Christina Binkley.

Announcements

Latha M. Srinivasan's daughter, Rekha O'Neil, was born on March 7, 2009, at 10:59 a.m., weighing 6 pounds, 8 ounces, and measuring 18.8 inches. She joins Latha's son, Karthik.

Chrissie A. Powers and **Heather Deskins** started their own forensic accounting practice known as **P.D. Eye Forensics, LLC**. They provide litigation support services including fraud detection and deterrence, business valuations, marital relations, damages and lost profits, forensic and investigative accounting and bank-

ruptcy services. Their office is located in Columbus, Ohio and they serve all of Ohio. They can be reached at (614) 722-7914. Please visit their Web site at www.pdeyeforensics.com.

Catherine Dunlay has joined Taft Stettinius & Hollister LLP in the firm's Health and Life Sciences Practice Group as a partner in its Columbus office.

Angela M. Courtwright (Mahaffey) & Kenneth A. Mahaffey welcomed daughter Cassandra Elise Mahaffey on October 1, 2009.



-continued from page 1

have asked relevant, smart and insightful questions. You must have taken copious notes and focused your research to bring the idea to a new level. In this meeting you not only have the business case and plan outlined, but you also have a grasp of the resources you will need to secure. You should be able to create a vision of success, narrate the process and anticipate how you will measure the outcome.

Tip: At this point you might get approval based on your persistence alone. You might get approval by demonstrating that you can see something that others can't see yet. Regardless of whether the idea is approved or not, you demonstrated your character; in this case, persistence, confidence, risk taking, resilience. These attributes repeated lead to success.

People say, "No," because it's easy. It ends the discussion...it requires no additional work. A "yes" on the other hand means the effort is just beginning...more work is required. Progress ends with a "no." Innovation begins with a "yes." Be a change agent.... "Yes" is the answer.

Look for Tips of the Trade Series Networking at Noon Seminars on the following dates:

"A Good Rule of Thumb"

Nov. 10, Dinsmore & Shohl LLP, Cincinnati

Nov. 13, KeyBank Tower, Cleveland Akron and Toledo dates TBA

"Fake It Til You Make It"

Article to be published in Winter 2010 Network Newsletter

Jan. 28, KeyBank Tower, Cleveland
 Jan. 28, Location TBD, Dayton
 Feb. 3, Dinsmore & Shohl LLP, Cincinnati
 Akron and Toledo date TBA

"Leadership Initiatives: Ideas For Your Firm"

Article: to be published in Spring 2010 Network Newsletter
 April 8, Location TBD, Dayton
 April 14, Dinsmore & Shohl LLP, Cincinnati
 April 21, KeyBank Tower, Cleveland
 Akron and Toledo date TBA

About the author: Dr. Stacy Feiner is an accomplished human capital strategist, executive coach, and psychologist. Dr. Feiner has an affinity for working with aspiring professionals who understand that success in business is about the journey not the destination. She has the ability to mobilize individuals and groups whose progress is stalled, as well as propel success beyond prescribed goals and forecasts. Clients value her diversity of thought as well as her insight on the drivers of human behavior. Dr. Feiner can be reached at Ratliff & Taylor, Inc: (216)315-3155.



Forensic Accounting & Litigation Support

Forensic Accountants with an Eye for Numbers

Forensics, LLC

150 East Mound Street, Suite 105
 Columbus, Ohio 43215
 614.722.7914

- Fraud Detection & Deterrence
- Business Valuations
- Marital Relations
- Damages & Lost Profits
- Expert Testimony
- Bankruptcy Services
- Business Disputes
- Forensic & Investigative Accounting

Chrissie A. Powers, CPA, CFE, CFF, CVA
 chrissie.powers@att.net

Heather M. Deskins, CPA, CFE, CFF, CVA
 heather.deskins@att.net

Lawyering and Mothering: It May Not Always Be Easy, But You Can Do It!

By Latha M. Srinivasan, Esq.

By the time this article is published, I will be on maternity leave with my second child. Since 2005, when my son was born, I have been pursuing the “work-family balancing” act. It has not always been easy, but I do find that certain factors in my life have made it possible for me to carry out my career and be a mother. These factors include:

- An active and supportive spouse/partner who shares in all household and childcare responsibilities;
- A supportive work environment with a supportive boss/management;
- A trusted childcare provider for my son;
- A good network of women on whom I can rely, both personally and professionally, for support, advice and overall mutual understanding; and
- Technology which helps me stay connected to the office, clients and colleagues when I cannot be there, whether planned or unplanned.

Those of us who have chosen to balance having a law career and having children know that it can sometimes be difficult to juggle these two important priorities. It can be disheartening to look at who occupies the corner offices at large law firms and not see a single female who has chosen to have a family as well as a career in the law. However, I believe this trend is changing. More and more, law firms are being encouraged to find ways to retain women lawyers by offering more family-friendly policies and programs, such as flexible working days, working from home, extended maternity leaves, part-time partnership



tracks, etc. I do believe that this effort is a response to the work-life balance priority of my generation of lawyers, not only because women are now demanding and expecting more support, but also because more and more women lawyers are attaining positions of power. And, when such women are in positions of power, they realize from personal experience that our profession must learn to manage lawyers who wish to carry on in their careers and have young families to retain the talent of women who want to balance it all.

There are many hurdles to overcome for women attorneys who choose to become mothers. Some hurdles may occur even before a woman takes maternity leave. I personally have horrible pregnancies. With this second pregnancy, I had to take five weeks of medical leave from work, something that I have never had to do at any job (apart from taking maternity

leave when I had my son, of course). Since this medical leave (unlike maternity leave) was unexpected, my small law firm had to find ways to cover the work during my absence from the office, which happened rather suddenly. It is not easy when an office operates with just a few lawyers and the litigation associate suddenly cannot work for weeks on end. However, these are the types of situations that cause issues for women in the law. Law firms must be prepared for unexpected situations to occur when a woman is pregnant and should not hold such situations against their female lawyers.

Then comes maternity leave. On this issue, law firm policies widely vary. Some larger firms have very generous maternity leave policies that allow for leave up to six *months* (some of which may not be paid, however). Some smaller firms (that are not subject to the FMLA) have *no* policies in place. The

Ohio Administrative Code only requires leave of a “reasonable” period. Obviously, what is “reasonable” is the million-dollar question. I was the first attorney at my small firm ever to need maternity leave. I must admit that it was a little awkward for me to discuss how to construct my maternity policy with my boss, who wanted to engage in an interactive discussion with me about it. Of course, it would have been much easier on me if there were a maternity leave policy already in place. On the one hand, I wanted to maximize my time at home with my newborn. On the other hand, I did not want to appear to be asking for too much, particularly in a small firm setting where the absence of just one lawyer can create a huge impact. I was fortunate to have a boss who was very interested in coming up with a fair policy with which I would be happy, and one that would be acceptable to future lawyers who would need maternity leave. In the end, we came up with a policy that is now our firm’s official written maternity leave policy. The key was having a boss who cared about both his business and the work-life balance of his attorneys. Importantly, in 2008, our firm received Honorable Recognition from the Ohio Women’s Bar Association for work-life balance.

After the birth and after maternity leave, many female lawyers with babies and young children struggle to find afford-

able, manageable, trustworthy and high-quality childcare. From what I have seen, this is a universal problem for almost all working women. Do you choose a commercial daycare, a nanny, a home-care setting, an au pair, a family member or a friend in whom to entrust the care of your *child*? It’s certainly not like asking someone to water your plants twice a week while you go on vacation. Many childcare providers require you to pick your child up by a certain time, such as 6p.m. This requirement can pose a plethora of problems for female attorneys. Imagine having a trial out on the far east side, and then having to be on the west side by 6p.m. to pick up your child. And imagine that it is in the middle of snowstorm in February. Do you ask the judge to kindly recess at 4p.m. so that you have time to discuss the day’s events with your client and get to your child by 6p.m.? How does this fly when the judge has a criminal docket in the morning and therefore doesn’t start or restart trial proceedings until 1p.m.? How will you be perceived by the judge, opposing counsel, your client(s) and fellow lawyers at your own firm, all of whom could very well be men or even women who may not have such childcare issues? Again, it is not always easy. You have to be assertive yet respectful, and cannot feel guilty or embarrassed to ask for help to manage your life as a lawyer and a mother. I have found that with time and experience, it becomes easier to manage

these situations. And sometimes, I have just had to ask my husband to take the day off so that our son could be properly cared for.

There are also other miscellaneous situations with which some female attorneys with infants must deal, depending on the choices we make. In addition to choosing to be a working lawyer and mother, I also chose to nurse my son. To that end, my breast pump was my companion whenever I had long court appointments, depositions outside my office, client meetings, networking meetings or CLEs. Though awkward at first, I became accustomed to asking opposing counsel, most of them men, if they had an empty office or conference room I could use during a break at a deposition to pump. I would just say, “I am a new mother and I have to pump every three to four hours. Might you have a room for me to do that during a break?” I would ask CLE coordinators the same thing. Much to my pleasant surprise, people were always accommodating and I never encountered a problem in this regard. And having my own office was helpful when I was in the office. I told my boss ahead of time that I would be using a breast pump upon returning to work. Our office manager made a sign for me that I hung on my doorknob so that colleagues knew not to come into in my office during the time I was pumping. I also learned how to work while pumping in my office, including scheduling phone calls during that time that required minimal note-taking, researching on LEXIS, which one can do by using just a couple of fingers, and using that time to review opposing briefs or my own work product. No lost billable time! This is an issue that I *never* considered before becoming a mother!

And when baby becomes a preschooler, you have a whole slate of new issues, such as getting your child to and from school, finding ways to attend parent-

-continued on page 6



Stars Consulting, LLC

"Scientific Traffic Accident Reconstruction Specialists"
www.StarsConsultingLLC.com
"Let Us Protect Your Interests"

We reconstruct any traffic crash to help you best prepare for litigation!
614-563-5032

-continued from page 5

teacher conferences (which are inevitably always scheduled on a day when you have an important deadline or a trial or something else that can't be moved, and all the working parents want that 8a.m. or 4p.m. slot with the teacher. I am zero for two so far this school year), finding ways to attend parent night at school (which of course always falls during a trial or the night before you have an appellate brief due),

or dealing with a sick child who cannot go to school or be left with a childcare provider (and that's the day when *both* you and your spouse have important things going on at work and have to figure out who is going to stay at home).

Again, it's not always easy, but, I assure you, you can do it! Be confident that you can accomplish both your personal and professional goals in life. Surround yourself with a supportive and engaged spouse/partner, a supportive work envi-

ronment, supportive professional and personal networks you can call on for help, advice, and moral support, and a positive mindset. Most of all, if ever you feel that you just can't do it anymore, look at two things: that Supreme Court of Ohio certificate on your office wall and that picture of your child(ren) sitting on your desk. Those are the things that you have accomplished and what you're living for. You can do it!

New President and CEO takes helm at Ohio Petroleum Marketers Association



The Board of Directors of the Ohio Petroleum Marketers and Convenience Store Association ("OPMCA") has named **Jennifer Breech Rhoads** as the new presi-

dent and CEO of the organization. She succeeds Roger Dreyer, who retired last month.

Rhoads has served as the association's chief legal counsel since 1999. Her appointment became effective Sept. 21, 2009.

"Jennifer has been a dedicated and talented leader at OPMCA for ten years," said James Patneau Jr., chairman of the board of directors and owner of Free Enterprises, Inc. "Her leadership skills and commitment are evident to all who meet her. She was the unanimous choice of the search committee."

Prior to the OPMCA, Rhoads served as an assistant attorney general under Ohio Attorney General Betty Montgomery. She is the first woman to be named as president and CEO of the organization

in its 90-year history.

"We have great confidence in Jennifer's leadership," said Mark Lyden, president, Truenorth and former OPMCA board chairman. "Her talent and personal qualities, as well as her experience and knowledge of the industry will allow for a seamless transition. Her vision will set the stage for a strong future."

As general counsel of OPMCA, she has been responsible for handling regulatory and legal issues for the industry. Rhoads has worked closely with state agencies, lawmakers and other regulators on behalf of the association's membership.

In her new role as president and CEO, Rhoads will provide leadership and direction in the development and implementation of policies, oversee all functions including advocacy, legal, operations, finances membership, communications and serve as the chief association administrator.

"We are operating in a complex industry during a difficult economy," said Nancy Kister, OPMCA board member and head of O&P Oil & Gas, Inc. "We have the utmost confidence in Jennifer's ability to educate and bring together key

stakeholders to advance our mission so we can continue to provide affordable energy to consumers in Ohio."

Rhoads earned a Juris Doctorate degree from Saint Louis University School of Law and a bachelor's degree from The Ohio State University. She is also a graduate of the Columbus Bar Association Leadership Academy. Rhoads serves on the executive committees of the Ohio Women's Bar Association and the Columbus Children's Theater. She was appointed to the Ohio Fire Commission representing the flammable liquids industry by former Gov. Taft in 2003, and was reappointed by Gov. Ted Strickland in 2009. She has two children and resides in Powell.

About OPMCA

The Ohio Petroleum Marketers and Convenience Stores Association is a statewide advocacy group of 500 independent businesses which own and operate more than 4,000 gas stations and convenience stores in the state. Its members provide more than 50,000 jobs to people working in retail service stations, convenience stores, truck stops and commercial fueling facilities in Ohio.



Left: Guests enjoy the evening at LWS

Right: Models showcased clothing from Leal

Leading with Style Columbus 2009

The second annual *Leading with Style Columbus* was held at Martini Park at Easton Town Center on September 23rd. The Columbus legal and business community came out to enjoy great food, cocktails and swag bags, a fashion show, and displays by local retailers. The evening also offered an excellent opportunity for Columbus area attorneys and business professionals to meet and mingle in a pleasant atmosphere. All guests were greeted with a complimentary Styletini and an array of wonderful foods. Local retailers *Undone Lingerie* and *Shoe Boutique* and LEÁL Boutique displayed their incredible fashions during the event on volunteer models who did a phenomenal job!

The evening began with a VIP reception where guest speaker Celia Crossley, Central Ohio's leading executive career coach, offered attendees advice on managing careers in this difficult economy. She took the time to answer questions and remained at the event for most of the evening. The VIP event also featured special swag bags and two raffle prizes: a beautiful chocolate brown pearl earring and necklace set donated by *The Diamond Cellar*, and a special gift basket which included certificates for a SilkPeel and Clarisonic Brush from Dr.

Carol L. Clinton with *Timeless Skin Solutions*, both valued at over \$250.

This year's event also focused on raising funds for Amethyst, Inc., a Central Ohio leader in long-term, gender-competent addiction and trauma treatment for homeless women and their families for over 25 years. Amethyst Inc.'s treatment program has been highly successful in transitioning women back into society as healthy, productive citizens who work, further their education, raise children, buy homes and experience the joys in life that many take for granted. Several donors offered items for the Amethyst, Inc. raffle: *The Diamond Cellar* graciously donated a pair of beautiful 18 carat white gold square amethyst earrings (valued at \$430); Dr. Carol L. Clinton with *Timeless Skin Solutions* donated a generous gift basket which included an array of Skin Medica products (valued at \$350); *Wardrobe Therapy, LLC* donated an in home party; and *Donato's* donated a year of pizza. The LWS charitable raffle raised \$775 for this worthy organization.

A silent auction was also featured which raised over \$2,800. Silent auction items included a "Pamper Me" package from *Stile Salon* (valued at \$240); a party for 10 at *Martini Park* (valued at \$800); an out-of-this-world gift basket from

Timeless Skin Solutions containing 50 units of Botox and 2 syringes of Juva-derm Ultra (valued at \$1,675); a Retail Therapy/Girls' Night Out gift package from *Capital Style* (valued at \$1,000); a *Sue Jacobs-Grant* custom home illustration (valued at \$1,000); and more! Attendees received spectacular swag bags containing items from Cheryl & Co., Martini Park, Dames Bond, Macy's and other local retailers. Attendees also received an amazing 3-D pop-up book entitled *Women: A Celebration of Strength* published by Legal Momentum. The book covers women's history and discusses topics ranging from education to women in the military, and also features a spread on women and the law with a pop-up of the U.S. Supreme Court and Justices Ginsburg and O'Connor. Legal Momentum is the nation's oldest legal advocacy organization dedicated to advancing the rights of women and girls.

Many thanks to the committee members who worked tirelessly on making the 2009 *Leading with Style Columbus* a success:

Lisa R. House, President (Reminger Co., LPA)

Valoria C. Hoover, President-Elect (Kohrman Jackson & Krantz PLL)

-continued on page 8

News

-continued from page 7

Jennifer B. Rhoads, Secretary (Ohio Petroleum Marketers & C-Store Association)

Michele A. Shuster, Immediate Past President (Mac Murray, Petersen & Shuster LLP)

Erica Sherrick, Third District Trustee (Mac Murray, Petersen & Shuster LLP)

Thank you to the law students who assisted us throughout the event: Jane Brener; Danielle Gadowski; Jennifer Herman; Kara Herrnstein; Lenore Kamody; Zoe Lamberson; Natalie Nims; and Jill Ragon: and to our volunteer models: Erica Holquist; Jessica Lepore; Traci Radcliffe; and Amanda Schulte.

Many thanks to our Event Sponsors!

DIAMOND LEVEL SPONSORS:

Capital Style
Celia D. Crossley & Associates, LTD.
Columbus Dispatch
Diamond Cellar
Leal
Macy's
Timeless Skin Solutions
Undone

LAW FIRM SPONSORS:

Hahn Loeser & Parks LLP
Kohrman Jackson & Krantz, PLL
Mac Murray Petersen & Shuster LLP
Reminger Co., LPA



Celia Crossley speaks during the VIP reception

Thanks also to String of Pearls LLC and representative Susie Strait, for providing the "glitz" we all enjoyed so much!

Plan to join us next fall when OWBA brings the Columbus legal and business community together again for Leading with Style 2010.



PO Box 16562
Columbus, OH 43216-6562

ADDRESS SERVICE REQUESTED

