

**AGENDA FOR RETREAT
COLORADO BAR ASSOCIATION LEADERSHIP
TRAINING
JANUARY 18 -20, 2007
The Stanley Hotel, Estes Park, Colorado**

Thursday, January 18, 2007

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| 1:00 - 1:30 | Registration and Check-In |
| 1:30 - 1:45 | Welcome and Introduction to COBALT - Liz Starrs |
| 1:45 - 1:55 | Overview of "Understanding the Colorado Bar Ass'n" - Mary Jo Gross |
| 1:55 - 2:05 | Overview of "Concepts and Skills in Leadership" - Drew Gorgey |
| 2:05 - 2:15 | Overview of "Ethics, Justice & Values" - Joe Dischinger |
| 2:15 - 3:00 | REBECCA LOVE KOURLIS – INSTITUTE FOR ADVANCEMENT
OF LEGAL SYSTEM |
| 3:00 - 3:20 | BREAK |
| 3:20 - 3:30 | Overview of "The Lawyer-Citizen" - John Frey |
| 3:30 - 3:40 | Overview of "The Gathering" - Bill Walters |
| 3:40 - 3:50 | Overview of Final Program and Graduation - Brian Popp |
| 3:50 - 4:00 | Overview of Service Project - Liz Starrs |
| 4:00 - 4:10 | Closing Remarks – Liz Starrs |
| 4:30 - 6:00 | Cocktail party – hors d'oeuvres
Mandatory Attendance |

Dinner on your own

Friday, January 19, 2007

- 8:30 - 9:15 **THE DEFEAT OF AMENDMENT 40 - A CASE STUDY IN BAR LEADERSHIP** – Dale Harris, Stacy Carpenter
- 9:15 - 10:00 Introductions – Moderator: Liz Starrs
Each participant has two minutes to introduce himself or herself and explain what they hope to get out of COBALT
- 10:00 - 10:30 Mid-morning break
- 10:30 - 12:00 **BOB WEISS/MEDIA TRAINING**, Denver CO
Ethics in communicating with the media and how you can deal with the news professionals in a way that helps the image and stability of the profession
- 12:00 - 2:00 LUNCH – Problem-solving exercise
- 2:00 - 3:30 **LINDA ADAMS/WOODSTONE CONSULTING**,
Steamboat Springs, CO
“Great Lawyer – Great Leader?”
- 3:30 - 4:00 Mid-afternoon break
- 4:00 - 5:15 **PANEL DISCUSSION** – various lawyers discussing how they became involved and made a difference in their communities and where they practice law. - Rico Munn, Kenzo Kawanabe and Monica Marquez, all from Denver, CO
- ALL CLASS MEMBERS WILL BE ASKED TO DISCUSS HOW THEIR INVOLVEMENT (OUTSIDE JOB DUTIES) MADE A DIFFERENCE IN HIS/HER COMMUNITY OR WORKPLACE.
- 6:00 - 9:00 Dinner together

Saturday, January 20, 2007

- 8:30 - 9:15 **JOHN MOYE -“Leadership Through Service.”**
- 9:15 - 9:45 PARTICIPANTS ONLY – Discussion of service project
- 9:45 - 10:15 BREAK – CHECKOUT
- 10:15 - 11:15 The Gathering - Bill Walters and all participants
- 11:15 - 11:25 Wrap Up/Final Comments/Adjournment - Liz Starrs

COBALT
UNDERSTANDING THE COLORADO BAR ASSOCIATION”
Friday, February 16, 2007
1900 Grant Street, 9th Floor
Denver, Colorado 80203

PROGRAM DAY AGENDA

- 10:00 a.m. Leading the Colorado Bar Association**
Elizabeth Starrs, CBA President
The role of the CBA President from the current President’s point of view.
- 10:15 a.m. The Interaction Between Leadership and Professional Staff**
Charles C. Turner, CBA Executive Director
An overview of the CBA, including its history and mission, the governance structure, entities within the CBA, the staff and their roles. Mr. Turner will also use examples (i.e. “case studies”) to discuss the role of leadership when working with the professional staff—who does what, where do you draw the line, the differences in a hands-off or micromanaging approach, and how to deal with difficult situations between leaders and staff.
- 10:45 a.m. CBA Internet & Technology Department**
Mel Reveles, Director, CBA Internet & Technology Department
An overview of the CBA website, as well as examples of how the IT staff interacts with CBA leadership and volunteers.
- 11:00 a.m. CBA Law Practice Management/Risk Management Department**
Reba Nance, Director, CBA Law Practice Management/Risk Management Department
An overview of the member benefits and services provided by the department staff, including Casemaker, the CBA’s on-line legal research program. There will also be a discussion of how the LPM staff interacts with CBA leadership and volunteers using examples.
- 11:15 a.m. CLE in Colorado, Inc.**
Gary Abrams, Executive Director
- 11:30 a.m. Tour of the Third Floor**
- 11:45 a.m. Break before lunch**
- 12:00 p.m. Lunch**
Problem solving exercise: The CBA staff is receiving telephone calls with respect to questions about Indian law and mass disaster law. There are no committees or sections presently in place that focus on these issues. You see a need; you want to help the residents of Colorado through the Colorado Bar Association. How do you address this need through the CBA?

- 1:00 p.m. Break**
- 1:15 p.m. Access to Justice Commission**
Hon. Jo Ann Vogt, Immediate Past Chair; Connie Talmage, Chair
- 1:45 p.m. Colorado Lawyers Helping Lawyers**
John Holt, President
- Colorado Attorney Assistance Program**
Judy Braun, CEAP, Vice President of Organizational Services, Mines and Associates, P.C.
- 2:00 p.m. Legal Aid Foundation**
Diana Poole, Executive Director
- COLTAF**
Diana Poole, Executive Director
- 2:15 p.m. Experiences of a Bar Volunteer**
Roger Clark, CBA Immediate Past President
- 2:30 p.m. Break**
- 2:45 p.m. Tour of CBA Facilities/Introduction to Staff**
- 3:00 p.m. The Gathering**
Bill Walters, Facilitator
- 4:00 p.m. Adjourn to Reception**

“Assignments” to accomplish before the March meeting:

Attend at least two of the following:

- CBA/DBA Joint Management Committee meeting (February 13 at 7:30 a.m.)
- CBA Legislative Policy Committee meeting (every Friday morning at 7:30 a.m.)
- CBA Executive Council meeting
- CBA Board of Governors meeting
- CBA Section Council meeting (contact CBA for schedule or refer to CBA web calendar)
- CBA Budget Committee meeting (February 20 and March 13 at 7:30 a.m.)
- CBA-sponsored or local bar association-sponsored fundraising event

Read the information under the following Bullets on the CBA Website:

- Sections & Committees
- Governance
- Bar Sponsored Programs
- Other Bar Associations
- Frequently Asked ?’s

**Colorado Bar Association Leadership Training (COBALT)
Concepts and Skills in Leadership**

**Penrose House Conference and Education Center
Colorado Springs, CO
Friday, March 16, 2007**

Program Day Summary: *The Concepts in Skills and Leadership* Program Day challenges the leader to consider and define leadership as a personal experience and then to explore some practical skills applicable to bar association leadership and broader contexts. First, through a facilitated exercise, the leader will explore, develop, share, and receive feedback on her or his vision and mission, whether personal, professional, community, or all of those. Second, over lunch, leaders will receive a brief overview of the legal and fiduciary duties of the non-profit board member. Then briefly, leaders will consider the specific skills of how to run a meeting, with some attention to Robert's Rules of Order. In the afternoon, leaders will examine the competencies of a good leader based on their own experiences. Finally, two former presidents, one from the Colorado Bar Association, the other from the Colorado Bar Foundation, will share practical experiences on bar leadership and leadership in the law. Readings are used to enhance and facilitate discussion throughout. The Gathering closes the Program Day, followed by a reception at The Broadmoor.

Program Day Agenda

- 9:30 a.m. Continental Breakfast – Penrose House
- 10:00 a.m. Welcome – Elizabeth Starrs, President, Colorado Bar Association
- 10:00 a.m. Introduction – Andrew “Drew” Gorgey, Program Day Chair
- 10:15 a.m. Your Personal Vision and Mission
- Presenters: Ken Jaray, Esq.
David Chorpenning, Ph.D.
- Noon Lunch – Penrose House
- Legal and Fiduciary Duties of Directors of Non-profit Corporations
- Presenter: Thomas M. James, Esq.
- 1:00 p.m. How to Run a Meeting and a Quick Look at Robert's Rules of Order
- Presenters: Elizabeth Starrs
Andrew “Drew” Gorgey

- 1:30 p.m. Break
- 1:45 p.m. The Competencies of a Good Leader
Presenter: Pamela L. Shipp, Ph.D.
Associate Director
Center for Creative Leadership
- 2:45 p.m. Voices of Leadership
Thomas R. Cross, Esq. – CBA Past-President
Deborah R. Adams, Esq. – CBF Past-President
- 3:30 p.m. The Gathering – Roger Clark
- 4:30 p.m. Reception

Reading Assignments:

Blanchard, Kenneth, Ph.D., and Johnson, Spencer, M.D. *Who Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life*, (Putnam Adult, 1998).

Buckingham, Marcus. "What Great Managers Do," *Harvard Business Review*, March 2005, pp. 70-79.

Clason, George S. "Meet the Goddess of Good Luck," *The Richest Man in Babylon*, (Hawthorn Books: New York, 1955).

Emerson, Ralph Waldo. "Self Reliance," selected quotations.

Welch, Jack. *Winning*, Chapter 5 "Leadership: It's Not Just About You," (HarperCollins: New York, 2005).

Suggested Reading:

Blanchard, Kenneth, Ph.D., and Johnson, Spencer, M.D. *The One Minute Manager*, (Berkley Trade, 1983).

Note on the reading: The reading assignments are intended to stimulate ideas and facilitate discussion, and the concepts contained therein will be applicable throughout the Program Day. In the interest of time, however, we are not able to devote a single section of the program to discussion of the readings alone.

COBALT

ETHICS, JUSTICE AND VALUES

Friday, April 20, 2007
Glenwood Springs, Colorado

MEETING AGENDA

- 9:30 a.m. Continental Breakfast**
- 10:00 a.m. Welcome – Elizabeth Starrs**, President, Colorado Bar Association
- 10:15 a.m. Kevin Kuhn**, attorney, Wheeler Trigg Kennedy; and **John Baker**, attorney, John T. Baker, P.C.
- Facilitated Discussion:
- The importance of ethics, justice and values in leadership
 - The ways leaders may promote ethics, justice and values
 - Discussion of reading
- 12:00 p.m. Lunch** – Discussion of Myers-Briggs testing results
- 1:00 p.m. Hon. John Jostad**, Magistrate, Larimer County District Court; former Chair, Colorado Bar Association Ethics Committee
- Ethical conduct pursuant to the rules of professional conduct, and whether that promotes or inhibits “leadership” (10-15 min)
 - Small group interplay/interaction on one historical hypothetical (20 min)
With recap of interactive experience (10 min)
 - Truthfulness – what it is – and whether truthfulness promotes or inhibits “leadership” (10 – 15 min)
 - Conclusions
- 2:00 p.m. Break**
- 2:15 p.m. Hon. Nancy Rice**, Justice, Colorado Supreme Court
- Ethics, Justice, Values and Leadership
- 3:15 p.m. The Gathering**
- 4:00 p.m. Adjourn to Reception**

“Assignments” to accomplish before the meeting:

Read one or more of the following *for the first time*:

- Sissela Bok, *Lying* – please read all of the following excerpts:
 - Preface to the 1999 Edition
 - Introduction
 - Chapters I, II, III, IV and XI; and/or
- Harry G. Frankfurt, *On Bullshit*.

Also read:

- John A. Jostad, *The Challenge of Being a Truthful Advocate*, 32 THE COLORADO LAWYER 19 (Oct. 2003)
- *Preamble and Scope* of the Colorado Rules of Professional Conduct
- Rules 1.2, 1.6, 1.16, 3.3, 8.4, COLO. RPC (with associated Comments)
- *In re Pautler*, 47 P.3d 1175 (Colo. 2002)

And attend a meeting of one or more of the following:

- CBA Ethics Committee (Note: There is an Ethics Committee meeting at the CBA offices on the morning after the Glenwood Springs program.)
- CBA/DBA Professionalism Committee
- DBA Conciliation Panel

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COLORADO BAR LEADERSHIP TRAINING PROGRAM

COMMUNITY LEADERSHIP AND THE LAWYER-STATESMAN IDEAL

**Friday, May 25, 2007
Grand Lodge, Crested Butte, Colorado**

Program Agenda

- 9:00 a.m. Welcome – Elizabeth Starrs, President, Colorado Bar Association; Kirk Rider and John Frey, COBALT Steering Committee Program Chairs**
- 9:15 a.m. Cole Finegan, Former City Attorney for the City and County of Denver and Chief of Staff to Denver Mayor John Hickenlooper**
- THE PUBLIC PROCESS
 - THE VALUE OF LAWYER-STATESMAN IN THE PROCESS
 - HOW AND WHY TO CONTRIBUTE, PARTICIPATE AND BE INVOLVED
 - DIALOGUE WITH PARTICIPANTS
- 10:30 a.m. Morning break**
- 10:45 a.m. Kenneth G. Bueche, Retired Executive Director, Colorado Municipal League**
- THE LAWYER AND COMMUNITY SERVICE
 - ELECTED AND APPOINTED LOCAL GOVERNMENT POSITIONS
 - COMMUNITY NON-PROFIT ORGANIZATIONS
 - DIALOGUE WITH PARTICIPANTS
- 12:00 noon Lunch (provided)**
- 1:30 p.m. The Honorable Dennis Maes, Chief Judge, Pueblo Combined Courts**
- COMMUNITY ACTION FOR THE BENCH AND BAR
 - YOUTH AND SCHOOL ACTIVITIES
 - VALUE AND IMPORTANCE OF LEGAL AID PARTICIPATION
 - FULFILLING THE DUTIES OF THE CITIZEN-LAWYER
- 2:45 p.m. Afternoon break**
- 3:00 p.m. FACILITATED DISCUSSION: READING MATERIALS and ASSIGNMENT EXPERIENCES OF PARTICIPANTS –Roger Clark, Past President, Colorado Bar Association; John Frey and Kirk Rider**
- 4:00 p.m. The Gathering of Participants - Bill Walters**

5:00 p.m. Adjourn to Reception

Reading Assignments

- Selected portions of *The Lost Lawyer* by Anthony Kronman
- Optional: *Attorney for the Damned* by Clarence Darrow

Attendance Assignment

- Legislative Session and/or Legislative Committee Hearing
- Town Board or City Council Meeting and/or Local Planning Commission Meeting
- Local Bar Legal Aid Volunteer

COMMENCEMENT SESSION

Leadership in Action

FRIDAY, JUNE 15, 2007

COLORADO BAR ASSOCIATION & THE WARWICK HOTEL

8:30-9:00a.m **Continental Breakfast**
Colorado Bar Association

9:00-11:00 **Introductions & Break Out Sessions**
Colorado Bar Association

Participants will break into three rotating groups for 40 minute sessions to meet with different leaders of non-profit/community organizations to provide participants with an intimate opportunity to meet community leaders and learn about leadership in action.

Guest leaders will provide a personal summary of their involvement with the organization, the organization's structure and leadership style and provide useful personal guidance on becoming a successful leader in your community. These sessions provide participants with first-hand access to community leaders to explore the strengths and weakness of different styles of leadership given different organizational structures, activities, circumstances, and group dynamics. Participants are encouraged to explore the organizational and leadership structure, evaluate the leadership style, and learn about the organization's past and future obstacles.

Community non-profit start-up and management:

Nancy Felker, President of the Board & **Donna Hultin**, Executive Director of Denver Kids, Inc.

Political office- doing it your way:

Michael Garcia, Assistant Majority Leader, State Representative District 42

Community activism, *pro bono* contributions, and leadership in the Bar:

Elizabeth Starrs, President of the Colorado Bar Association

11:00 a.m.- **Leadership in Action: Reflection Activity**
11:45 p.m. *Colorado Bar Association*

12:00 - 1:45 p.m. **Open Gathering & Lunch**
Year-end review with Class Members & Steering Committee
Colorado Bar Association

2:00-3:30 **Leadership in Action: Three Distinct Perspectives on Leadership**
Colorado Bar Association

John Suthers, Attorney General for the State of Colorado

Barbara O'Brien, Lieutenant Governor of the State of Colorado

Mark A. Fogg, President-Elect of the Denver Bar Association & Chair of the Colorado Bar Association's Professionalism Committee

3:30-4:00 **Leadership in Action: Topical Discussion and Debate**
Colorado Bar Association

4:00-4:30 **Break & Travel to The Warwick Hotel**

4:30-5:00 **Closing Remarks & Commencement Ceremony**
The Warwick Hotel

Elizabeth Starrs, President of the Colorado Bar Association & Founding Member of the Colorado Bar Association's Leadership Training Steering Committee

5:00-6:30 **Commencement & Congratulatory Reception**
The Warwick Hotel

You and your guests are encouraged to join us in celebration of the 2007 Inaugural Class of the Colorado Bar Association's Leadership Training for hors d'oeuvres and drinks at The Warwick Hotel.

If you have any questions or need assistance, please contact me, Julie Haines at 303-916-3533 or 303-825-2700 or Dana Collier Smith at 303-860-1115.

Special thanks to COBALT member Valerie Garcia for her assistance planning the Commencement Session.