

**COBALT RETREAT
THURSDAY, JANUARY 17- SATURDAY, JANUARY 19**

Thursday, January 17

- 1:00 – 1:30 **Registration and Check-In**
- 1:30 – 1:45 Welcome and Introduction:
David Lytle and Bill Walters
- 1:45 – 2:00 Overview of Upcoming Programs:
Steering Committee
- 2:00 – 3:00 Keynote Speaker:
Rebecca Love Kourlis
Institute for Advancement of the Legal System
Former Justice of the Colorado Supreme Court
- 3:00 – 3:15 **Break**
- 3:15 – 4:30 Discussion among COBALT participants regarding leadership
experiences and goals for the program:
Kenzo Kawanabe, facilitator
- 4:30 – 5:00 Service Project and Myers Briggs Overview:
Connie Tromble Eyster and Marian Lee
- 5:00 – 6:30 **Cocktail party – hors d'oeuvres**
Icebreaker Activity

Friday, January 18

- 8:30 – 8:45 Introduction of speakers for the day:
Bill Walters
- 8:45 – 10:00 Case study on issues facing the CBA:
Dale Harris and Stacy Carpenter
- 10:00 – 10:15 **Break**
- 10:15 – 11:45 Case study working activity:
Dale Harris and Stacy Carpenter
- Noon – 1:30 **Lunch**
- 1:30 – 3:00 Working together in small groups:
Morag Barrett, Skye Associates
- 3:00 – 3:15 **Afternoon break**
- 3:15 – 4:45 Panel Discussion: understanding your audience, shaping a
message, and fundraising: Jean Dubofsky, Linda Jourgensen,
and Katherine Peck
- 4:45 – 5:00 Question and Answer Session for Panelists
- 6:00 **Dinner together**

Saturday, January 19

- 8:30 – 10:00 Service Project Discussion among COBALT participants:
Connie Tromble Eyster, facilitator
- 10:00 – 11:00 The Gathering:
Roger Clark, facilitator
- 11:00 – 11:15 Evaluations, wrap-up:
Bill Walters

COBALT – “UNDERSTANDING THE CBA”
February 15, 2008

- 8:30 – 9:15 Class Discussion re: Service Project
- 9:30 – 9:45 Leadership of the CBA
 - David Lytle, CBA President
- 9:45 – 10:15 Connie Talmage, Executive Director of Colorado Lawyers
 Committee, Chair of State Access to Justice Commission
- 10:15 – 12:00 Understanding and Working with Different Personality
 Types/Myers-Briggs
 - Marian Lee
- 12:00 – 1:00 Lunch
- 1:00 – 1:15 CLE Programs and Value
 - Gary Abrams, CLE Executive Director
- 1:15 – 1:45 Politics and the CBA
 - Michael Valdez, CBA Director of Legislative Relations
- 1:45 – 2:30 War Stories of CBA Administration
 - Chuck Turner, CBA Executive Director
- 2:30 – 2:45 Break
- 2:45 – 3:30 Experiences of a CBA Leader: Skills to Help You Serve the CBA
 - Christopher Brauchli, Past CBA President
 Hutchinson Black & Cook, LLC, Boulder
- 3:30 – 3:45 Visionary Leadership Inventory
- 3:45 – 4:30 The Gathering

Cocktail Reception to Follow

Homework Assignments:

- 1) Introduce yourself to two CBA staff members that you don't already know.
- 2) CBA Website Quiz – to be provided.
- 3) Complete and Submit Myers-Briggs Personality Assessment by February 1st.

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

**Penrose House Conference and Education Center
Colorado Springs, CO
Friday, March 21, 2008**

Program Day Summary: The *Concepts and Skills and Leadership Program Day* challenges the leader to consider and define leadership as a personal experience and then to explore practical skills applicable to leadership in bar associations and in broader contexts. First, using the personal mission and vision prepared in the homework, the leader will explore, develop, share, and receive feedback on her or his vision and mission, whether personal, professional, community-related, or all of those. Second, leaders will consider how to apply their talents to non-profit organizations, how to select a non-profit board, and review the legal and fiduciary duties of a non-profit board member. Over lunch, the leaders will discuss ways to resolve some commonly-encountered challenges in organizational communication. After lunch, leaders will learn to apply a "process cycle" to meetings and other projects that will turn ideas into productive action for the organization. Leaders will then examine the competencies of a strong leader and identify those they may need to develop themselves, in order to fulfill their mission. Finally, two accomplished leaders will share experiences that illustrate how vision, dedication, and competencies result in success for both organizations and individuals. 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

- 8:30 a.m. Meeting to Discuss Service Project
- 9:00 a.m. Continental Breakfast – Penrose House
- 9:20 a.m. Welcome – David Lytle, President, Colorado Bar Association
- 9:25 a.m. Introduction – Marian Lee, Program Day Chair
- 9:30 a.m. Your Personal Vision and Mission
Presenters: Ken Jaray, Esq. and David Chorpenning, Ph.D.
- 11:30 a.m. Break
- 11:40 a.m. Applying Your Leadership Vision to Non-Profits
Presenter: Thomas M. James, Esq.

- 12:10 p.m. Table Topics and Lunch – Penrose House
- 1:10 p.m. Applying the "Process Cycle" to Lead Your Team to Success
Presenter: Gil Vondrasek
- 2:30 p.m. Voices of Leadership
Patricia Peterson, President/CEO Memorial Health System Foundation
- 2:55 p.m. Break
- 3:05 p.m. Voices of Leadership (continued)
Richard Schultz, former Chair of the U.S. Olympic Committee and NCAA Executive Director
- 3:30 p.m. The Gathering – Roger Clark
- 4:30 p.m. Reception

Assignments:

Using David Chorpenning's book, *Everyday Visionary*, create a personal mission statement, at least 1 personal vision, and a community leadership vision.

Reading Assignments:

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

Chorpenning, David. *Everyday Visionary*, (Center for Visionary Leadership, 2007).

Goleman, Daniel, Boyatzis, Richard E., and McKee, Annie. *Primal Leadership: Learning to Lead with Emotional Intelligence* (Harvard Business School Press, 2004), pp. 91-112, "Becoming a Resonant Leader."

Suggested Reading:

Goleman, Daniel, Boyatzis, Richard E., and McKee, Annie. *Primal Leadership: Learning to Lead with Emotional Intelligence*, (HBS Press, 2004).

Drucker, Peter. *The Effective Executive: The Definitive Guide to Getting the Right Things Done*, (Collins, 2006).

COBALT 2008
ETHICS, JUSTICE AND VALUES
April 18, 2008, Glenwood Springs

- 8:30 – 9:00 a.m. Class Planning for Service Project & Continental Breakfast
- 9:00 – 10:00 a.m. *Perspectives on Diversity and Leadership*
Honorable Michael J. Watanabe, Elizabeth Starrs, Esq., Michael Nosler, Esq.
- 10:00 – 10:15 a.m. Break
- 10:15 – 12:00 a.m. *Open Discussion re: Perspectives on Diversity and Leadership*
A discussion between the above-panel and the COBALT Class: The goal of this session is to focus on the concept of diversity and its relationship to leadership generally, and leaders within the legal profession specifically. What does diversity have to do with ethics, justice and values in the legal profession, and for leaders generally? This is not intended to be a politically correct discussion concerning diversity. The class and panel are encouraged to engage in a candid and real discussion concerning diversity and its relationship to leadership, ethics, justice and values. We encourage the sharing of "dissenting" opinions to assist in producing a meaningful dialogue.
- 12:00 – 1:00 p.m. Lunch
- 1:00 – 2:15 p.m. *Interactive Presentation on Ethics and Values*, Mark Fogg, Esq.
The goal of this session is to engage in an interactive discussion on issues of ethics and values specific to the legal profession and how we as leaders in the legal profession might respond to, and maneuver through, those issues.
- 2:15 – 2:25 p.m. Break
- 2:25 – 3:40 p.m. *Perspectives of a Jurist*, Honorable Nancy E. Rice
Justice Rice shares her unique insights and experiences as a jurist bearing on issues of ethics, justice and values for leaders in the legal profession.
- 3:40 p.m. *The Gathering*
Roger Clark, Facilitator
- The Gathering will be followed by a second gathering involving class members and the Steering Committee.*

Readings:

Perspectives on Diversity and Leadership

CBA President's Message to Members: *Diversity Matters*

Letters to the Editor in Response to CBA President's Message

Interactive Presentation on Ethics and Values

Cadorna v. City and County of Denver, 245 F.R.D. 490 (D. Colo. 2007) (J. Blackburn)

Blackburned, by Alan Prendergast (Westword: www.westword.com/2007-12-13/news/blackburned)

Perspectives of a Jurist

On Bullshit, by Harry G. Frankfurt

COLORADO BAR ASSOCIATION LEADERSHIP TRAINING

THE LAWYER-STATESMAN

Friday, May 23, 2008
Crested Butte, Colorado

- 9:00 - 9:15** **Welcome - David Lytle**, CBA President, joined by **Jen Wascak** and **Charles Garcia** of the COBALT Steering Committee
- 9:15 - 10:15** **Ellen Roberts**, Esq., State House Representative, Durango, **Luke Danielson**, Esq., Gunnison, and **Richard Bratton, Esq.**, Gunnison
- 10:15 -10:30** **Morning Break**
- 10:30 - 12:00** **Open Discussion re: The Role of the Lawyer in the Community**
A discussion between the above panelists and the COBALT Class. This session is intended to provide the class with real ideas on stepping outside the everyday role to which many of us have become accustomed. We intend the discussion to help us take the skills we have developed and apply them to make the community in which we live a better place to live.
- 12:00 - 1:00** **Lunch (provided)**
- 1:00 – 2:00** **David Fine, Esq.**, Denver City Attorney **and Al LaCabe, Esq.**, Denver Manager of Safety
- 2:00 - 2:15** **Afternoon Break**
- 2:15 - 3:30** **Further Discussion re: The Role of the Lawyer in the Community**
A continuance of the morning discussion with a focus on utilizing the skills we have developed in making our executive branch of government responsive to the needs of our community.
- 3:30 - 4:30** **The Gathering**
Roger Clark, Facilitator
- The Second Gathering**
The Steering Committee and COBALT Class
- 4:30** **Reception**

COLORADO BAR LEADERSHIP TRAINING PROGRAM

COMMENCEMENT SESSION

Friday, June 13, 2008

Colorado Bar Association & Governor's Mansion

Program Day Agenda

- 8:30 a.m. Continental Breakfast
- 9:00 a.m. Introduction – Mindi Conerly Piggott, Program Day Chair
- 9:05 a.m. Final Words–David Lytle, President, Colorado Bar Association
- 9:15 a.m. Group Discussion about Service Project
- 10:15 a.m. Break
- 10:30 a.m. Dana Collier Smith, CBA Asst. Executive Director
Managing different leadership styles
- 11:00 a.m. Leadership in Action: Reflection Activity
- 12:00 p.m. Lunch/Open Gathering
- 2:00 p.m. Honorable Dennis Maes, Chief Judge, Pueblo Combined Courts
Community Action for Bench and Bar
- 3:00 p.m. Adam Schrager, Channel 9 reporter
Lawyers as Heroes
- 4:30 p.m. Break & Travel to The Governor's Mansion
- 5:30 p.m. Closing Remarks
William E. Walters, President-Elect, Colorado Bar Association
- 6:00 p.m. Commencement Ceremony
- 6:45 p.m. Reception

You and your guests are encouraged to join us in celebration of the 2008 Class of the Colorado Bar Association's Leadership Training for hors d'oeuvres and drinks at The Governor's Residence.