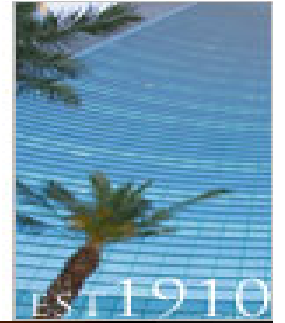
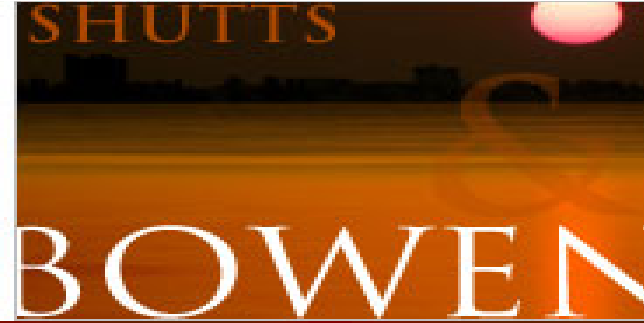


# RAISING THE BAR THROUGH EMPOWERMENT

STRATEGIES FOR EXCELLING AS A  
MINORITY IN THE MAINSTREAM LAW FIRM

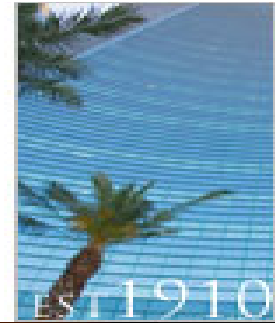
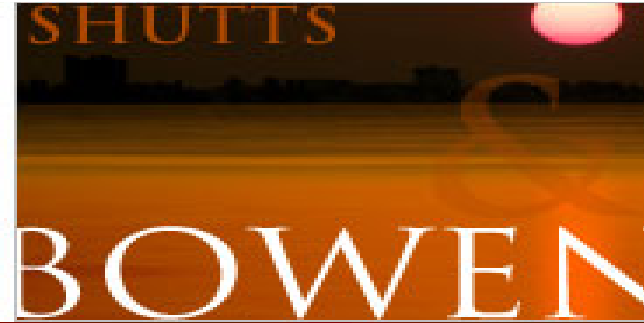
*SIDNEY C. CALLOWAY, ESQUIRE,  
SHUTTS & BOWEN LLP*

THURSDAY, JANUARY 24, 2008



**STRATEGIES FOR EXCELLING AS A  
MINORITY IN THE MAINSTREAM LAW  
FIRM**

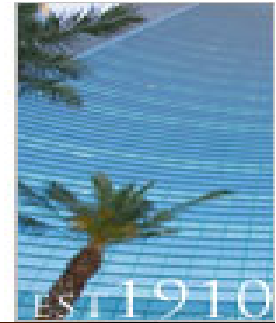
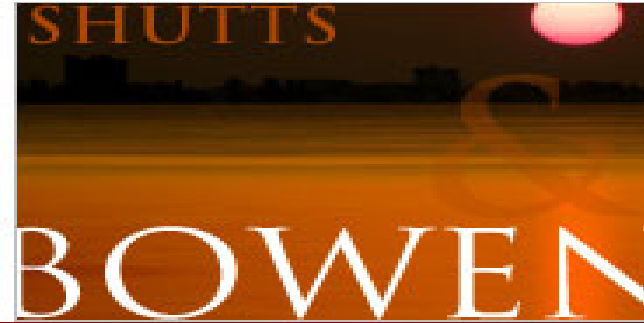
**MAINSTREAM OR MAJORITY LAW FIRMS  
ARE NOT EVERYONE'S CUP OF TEA**



## STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

### *MY PERSPECTIVE:*

- Senior associate, small-medium sized firm
  - Senior associate, small firm
  - Partner, large statewide firm

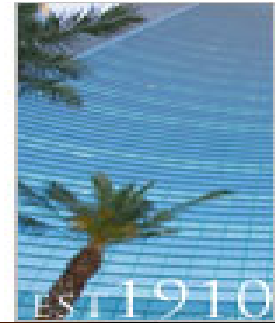
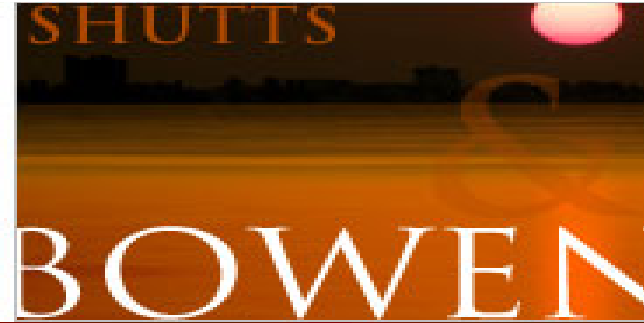


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *MY PERSPECTIVE:*

### ● Michael Robert Milken

- American financier best known as the "Junk Bond King" of 1980s era Wall Street
  - The biggest player in the insider trading scandals of 1980s.
  - Highly influential in developing the market for junk bonds (a.k.a. "high-yield debt") during the 1970s and 1980s
  - Fueled the 1980s boom in corporate raids and hostile corporate takeovers.
  - Has been called a financial innovator and the epitome of 1980s Wall Street greed.

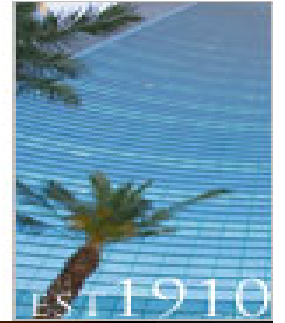
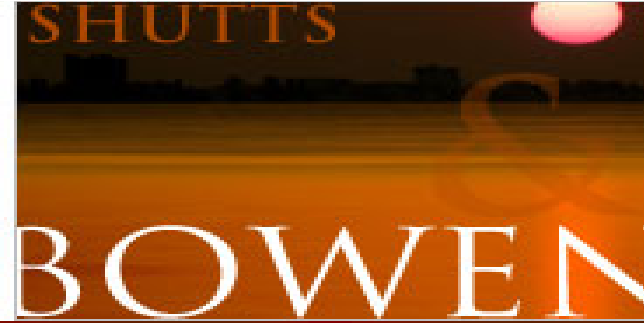


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *MY PERSPECTIVE:*

### ● **RESOLUTION TRUST CORPORATION**

- A corporation formed by Congress in 1989 to replace the Federal Savings and Loan Insurance Corporation
  - Responded to the insolvencies of about 750 savings and loan associations.
    - As receiver, it sold assets of failed S&Ls and paid insured depositors.
    - In 1995 its duties, including insurance of deposits in thrift institutions, were transferred to the Savings Association Insurance Fund.

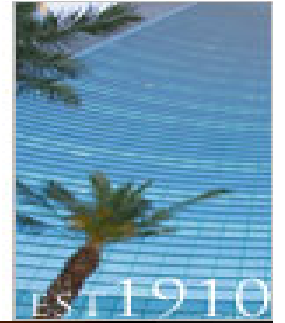
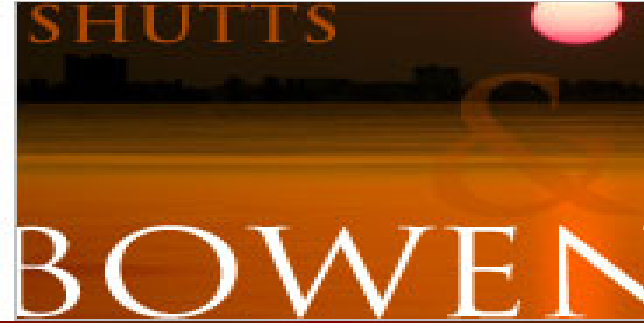


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *MY PERSPECTIVE:*

- SELF EDUCATION
- EDUCATED AND INTELLECTUAL ACCEPTANCE OF THE PLACE AND ROLE OF RACE CONSCIOUS LEGAL ADVOCACY
- ADVOCACY FOR SOCIAL, ECONOMIC, POLITICAL AND ECONOMIC EMPOWERMENT OF ME/MY COMMUNITY



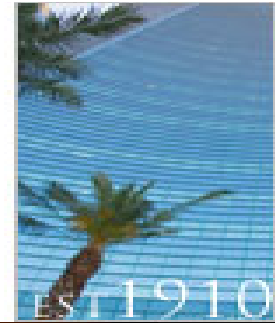
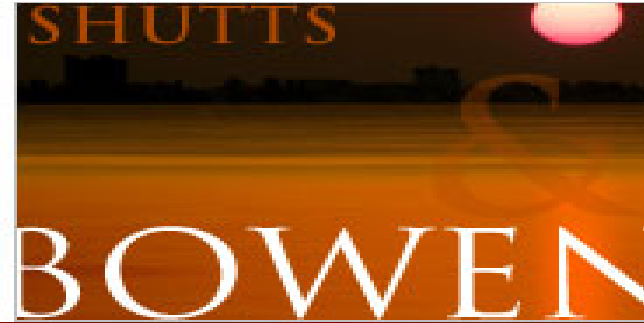


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *MY PREMISE:*

IF YOU ARE EMPOWERED THEN YOU ARE:

- MORE THAN CAPABLE
- POISED TO SUCCEED
- IN YOUR PREDESTINED PLACE FOR PROFESSIONAL AND PERSONAL GROWTH



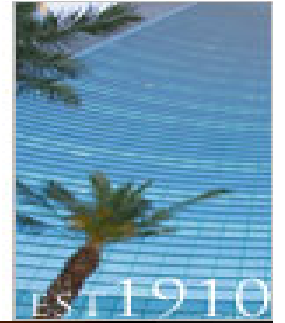
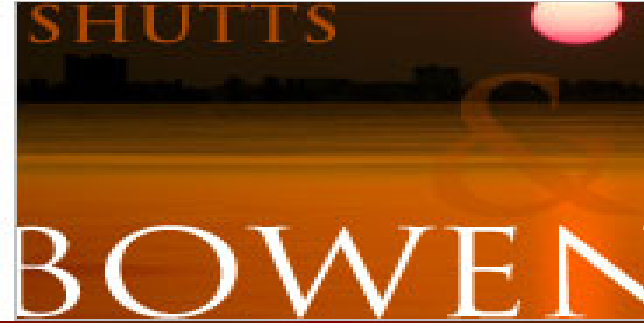
# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *MY PREDISPOSITION*

**Empowerment** refers to increasing the spiritual, political, social or economic strength of individuals and communities. It often involves the empowered developing confidence in their own capacities

From Wikipedia



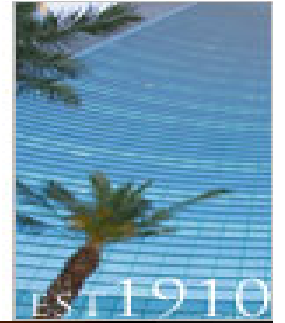
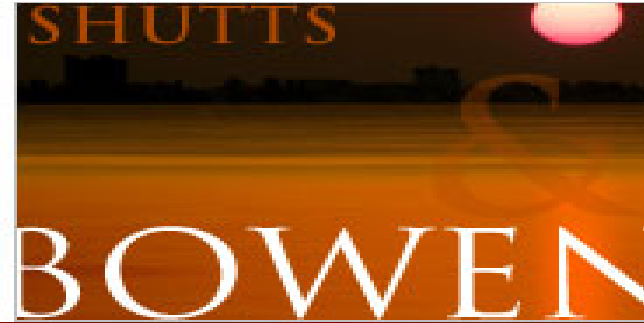


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## MY PREDISPOSITION

**Empowerment** is the solution to **Marginalization**

**Marginalization** refers to refers to overt or covert trends within societies whereby those perceived as lacking desirable traits or deviating from the group norms tend to be excluded by wider society and ostracized as undesirables

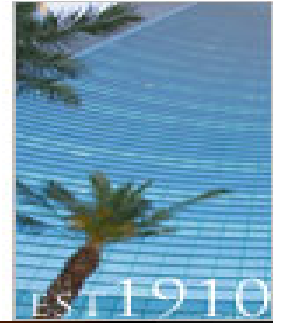
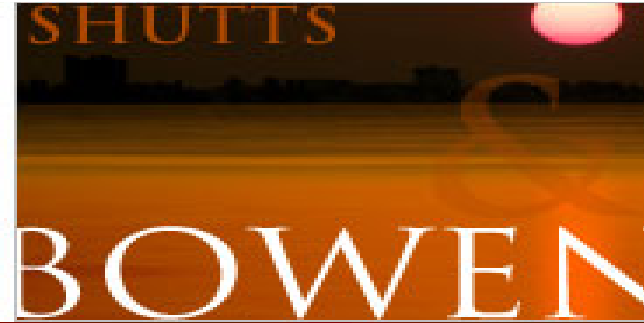


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## MY PREDISPOSITION

**Empowerment** is state of mind and predicated upon:

- Self teaching
- Observation and emulation
- Recruitment and strategic team building
- Disciplined adherence to established principles

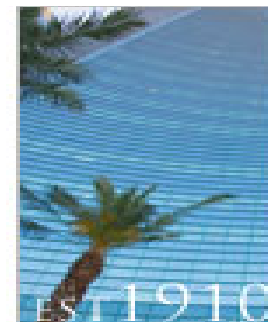
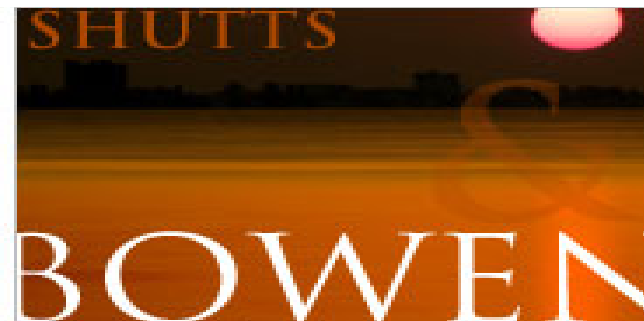
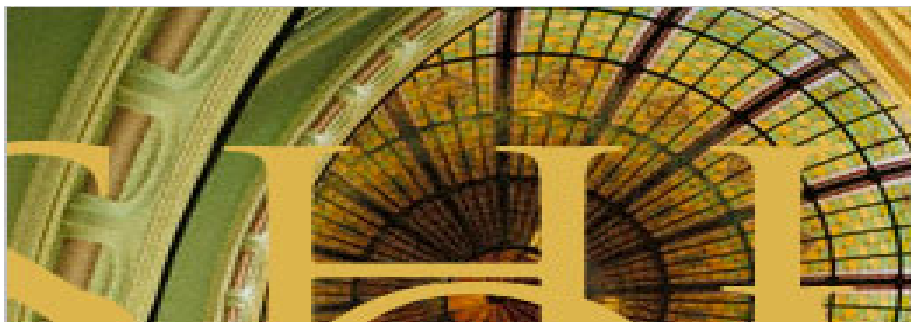


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## MY PREDISPOSITION

**Empowerment** means to listen, observe, learn and execute:

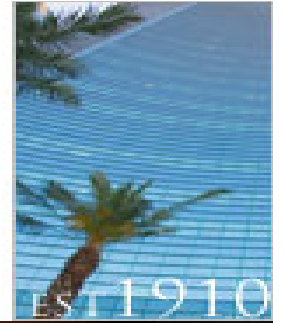
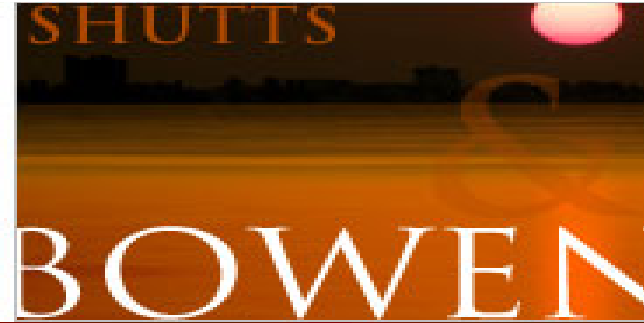
- The art of practicing law
- The pathways to a successful business practice
- The integration of both law and business, all while
  - Adding *VALUE* to your clients and community



## **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

### **MY PREDISPOSITION**

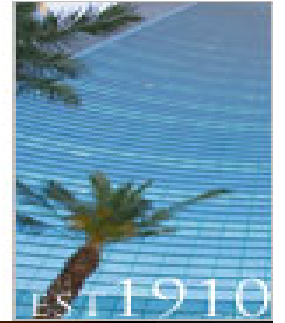
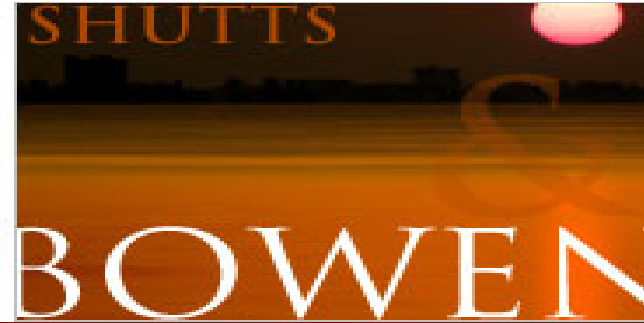
- **You Cannot Simply “Survive” in a majority law firm**
- **Marginalism in the practice assures an early exit**
- **Marginalism from a business perspective is likewise not tolerated**



# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## MY PREDISPOSITION

- Survival/Success demands *excellence!!!*
- Successful lawyers always leave a trail of good deals and deeds
  - The firm, clients and community know successful lawyers as *People Who Get It Done-And Well!*

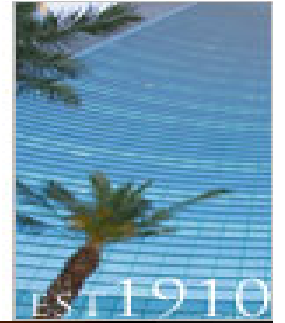
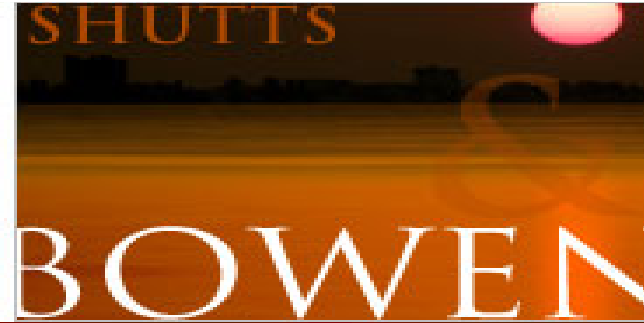


## **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

### **MY PREDISPOSITION**

- **Successful lawyers utilize their professional skills of advocacy, knowledge of the law and relationships to build, maintain and enhance their communities**

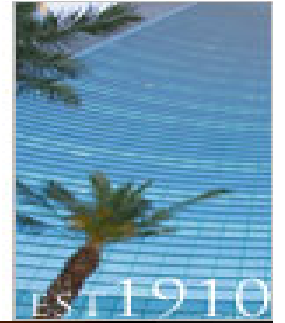
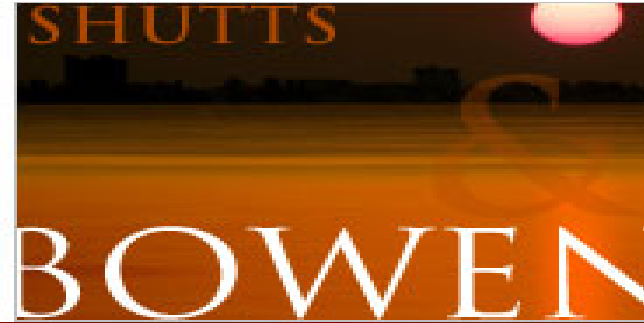




# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## RELATIONSHIPS WITHIN THE FIRM:

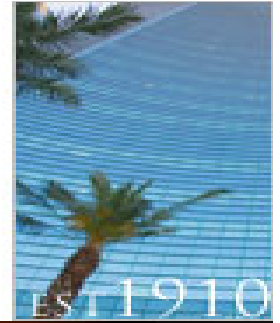
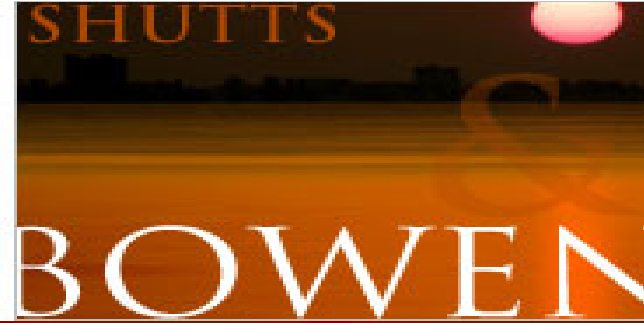
- You want people to know, like and respect you
- You want to make whoever is giving you work look good
- You want those giving you work to challenge and talk to without inhibition



# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS* WITHIN THE FIRM:

- Your work product speaks volumes!!
- Hesitate to give an unsolicited and unwritten opinion
  - Learn the art of billing
  - *Practice being productive*

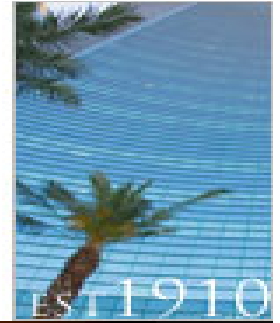
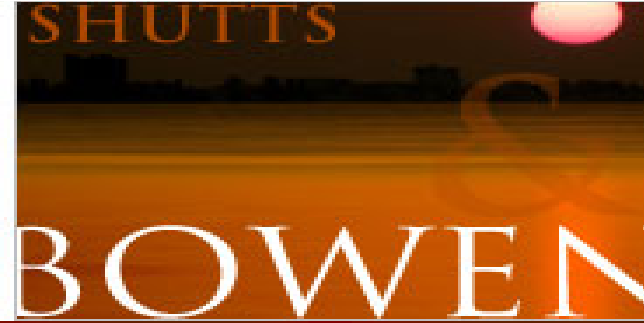


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

### WITHIN THE FIRM:

- Understand and utilize the firm's technology assets, particularly those that record or document your empirical performance and standing within the firm

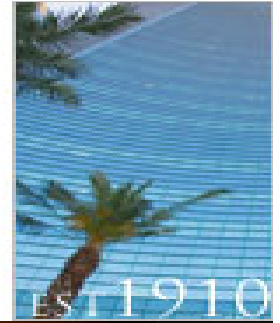
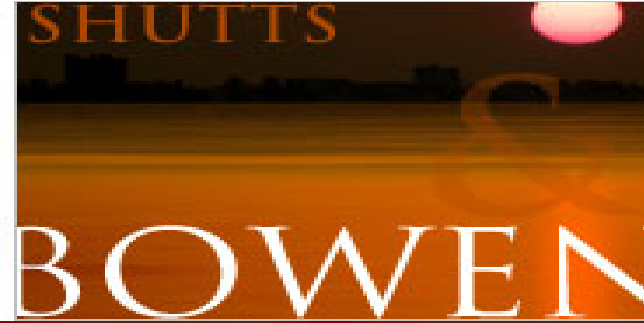


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

WITHIN THE FIRM:

- Accept and attack your billable hour budget i.e. plan and constantly evaluate you workload
  - *Every successful lawyer is constantly asking/begging for work!!*
- *Deliberative self promotion/bragging is good*

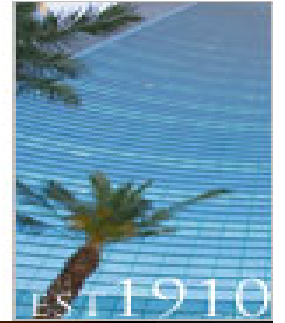
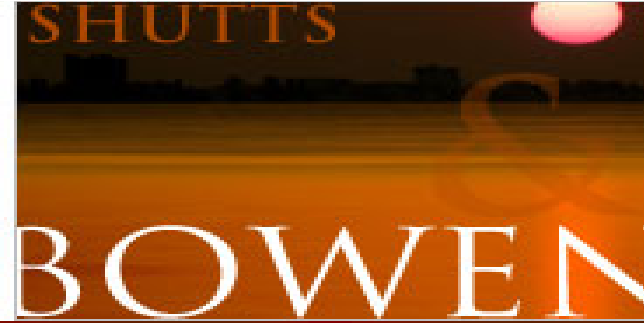


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

### OUTSIDE THE FIRM:

- WHERE IS YOUR COMMUNITY?
- WHAT KIND OF ANIMAL ARE YOU ? GRASS ROOTS SOCIAL, POLITICAL, ACADEMIC, ECONOMIC
- PROFESSIONALLY: CHOOSE A LOCAL AND NATIONAL BAR ASSOCIATION



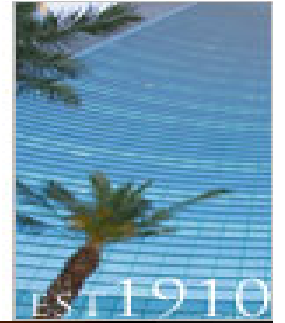
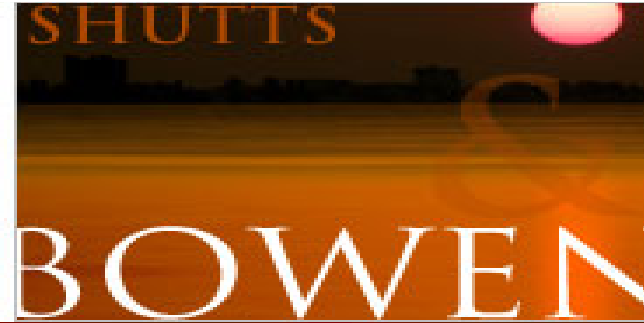
# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

### OUTSIDE THE FIRM:

- IN EVERY CIVIC OR PROFESSIONAL AFFILIATION BECOME A LEADER-VOLUNTEER TO *WORK!*
- REMEMBER-YOU ARE EXPECTED TO BE "*THE PROFESSIONAL*"



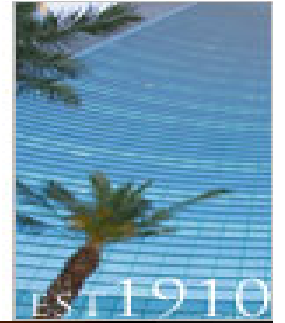
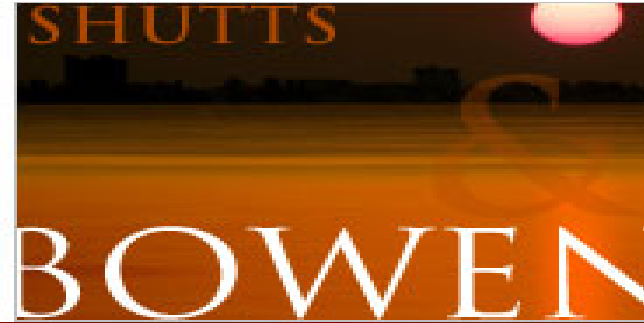


# **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

## ***RELATIONSHIPS***

### **OUTSIDE THE FIRM:**

- **STUDY AND KNOW ROBERTS RULES OF ORDER**
  - **READ THE ORGANIZATION'S BY-LAWS AND INCORPORATION DOCUMENTS**
- **READ AND UNDERSTAND APPLICABLE LAWS TO THE ORGANIZATION, ITS MISSION AND OBLIGATIONS**

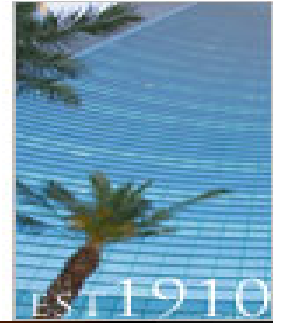
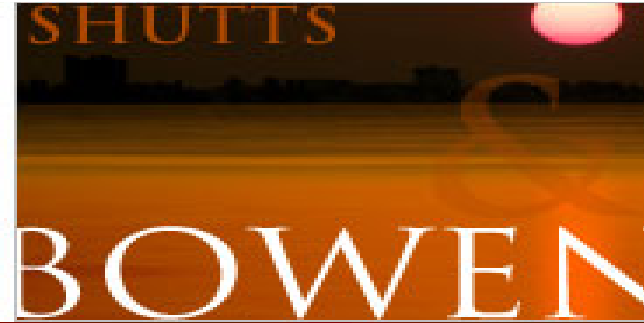


# **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

## ***RELATIONSHIPS***

### **OUTSIDE THE FIRM:**

- **GET TO KNOW YOUR FELLOW BOARD MEMBERS**
- **AVOID APPEARANCES OF BEING BETTER THAN NON-LAWYERS**
- **REMEMBER DIFFERENCES AND CONSENSUS CAN BE RESOLVED QUIETLY IN INFORMAL SETTINGS- OUT OF THE LIME LIGHT, WHERE APPROPRIATE**

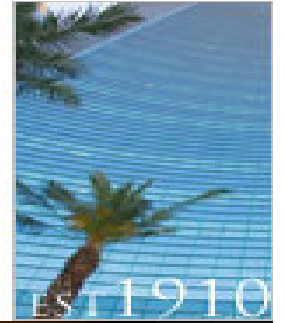
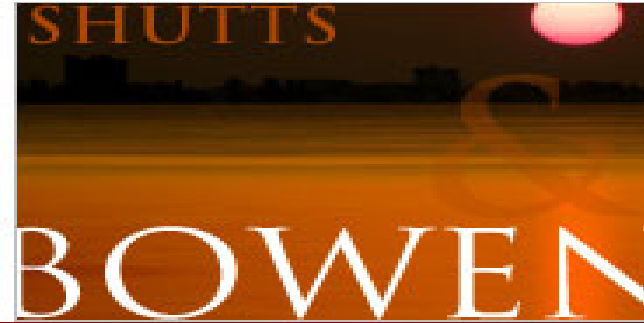


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

### OUTSIDE THE FIRM:

- OPPORTUNITIES FOR BUSINESS WILL COME OVER TIME AND AFTER SOME SHARED EXPERIENCE(S)
- SHARED EXPERIENCES EQUATE TO TRUST AND CONFIDENCE IN YOUR ABILITY
- HOW WELL CAN YOU SERVE !

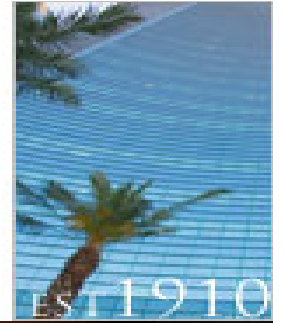
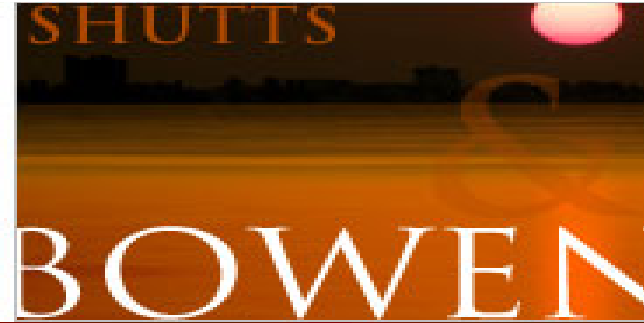


# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

### OUTSIDE THE FIRM:

- YOU GIVE SERVICE-YOU RECEIVE OPPORTUNITIES TO SUCCEED
- THE *QUALITY* OF YOUR SERVICE WILL DO MORE TO TRANSCEND YOUR RACE THAN ANY THING

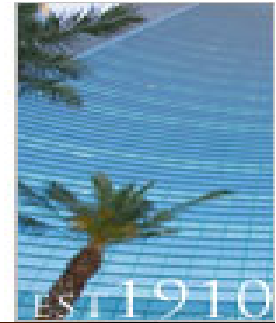
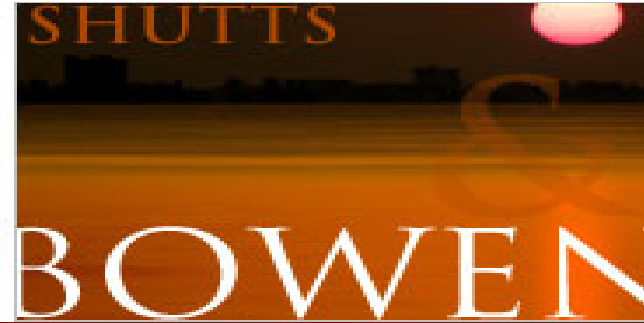


**STRATEGIES FOR EXCELLING AS A  
MINORITY IN THE MAINSTREAM LAW  
FIRM**

***RELATIONSHIPS***

**LAWYER TO LAWYER: BUSINESS  
DEVELOPMENT**

- **FRIENDS, CLOSE COLLEAGUES**
- **PROFESSIONALS WHO VIEW YOU  
AS AN EXPERT**



# STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM

## *RELATIONSHIPS*

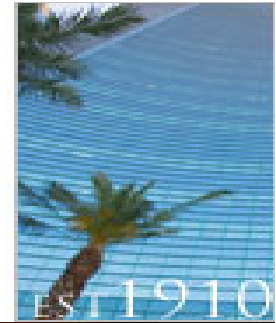
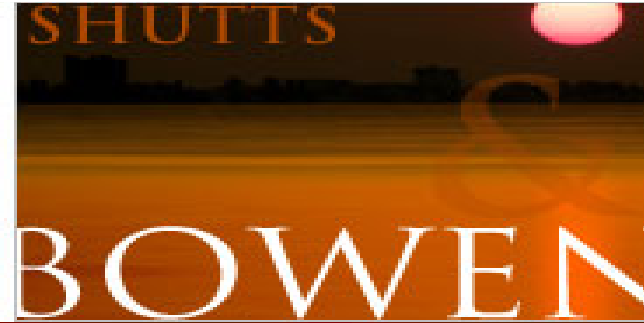
LAWYER TO LAWYER: BUSINESS  
DEVELOPMENT

FRIENDS, CLOSE COLLEAGUES

- U-PICKEM!

- INFORMALLY MEET, EAT AND DO STUFF  
TOGETHER OFTEN



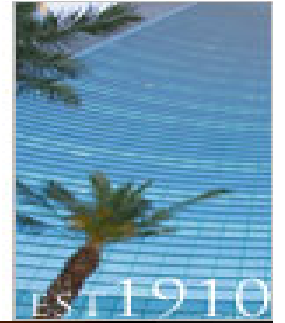
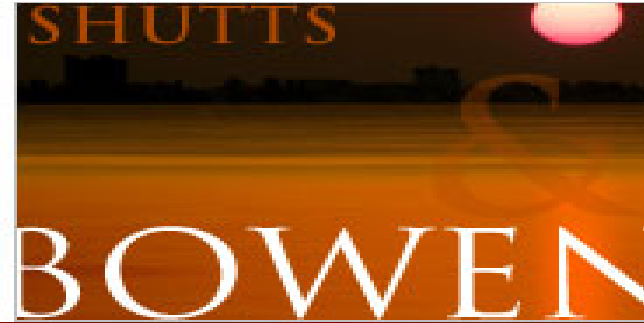


# **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

## ***RELATIONSHIPS***

**LAWYER TO LAWYER: BUSINESS DEVELOPMENT  
FRIENDS, CLOSE COLLEAGUES**

- **FIND OPPORTUNITIES TO HELP THEM PERSONALLY AND PROFESSIONALLY!**
- **YOUR COMMITMENT TO THEM IS UNPARALLELED**
- **UNDERSTAND AND APPRECIATE THEIR LIMITATIONS**



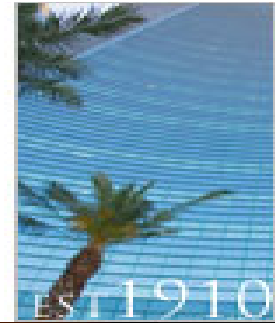
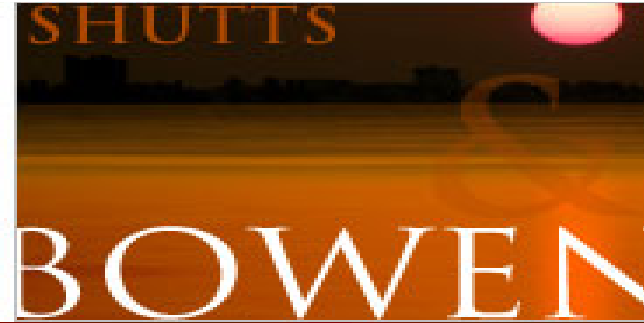
**STRATEGIES FOR EXCELLING AS A  
MINORITY IN THE MAINSTREAM LAW  
FIRM**

***RELATIONSHIPS***

**LAWYER TO LAWYER: BUSINESS  
DEVELOPMENT**

**FRIENDS, CLOSE COLLEAGUES**

- **GROW THE CIRCLE OF FRIENDS  
SLOWLY BUT SURELY**

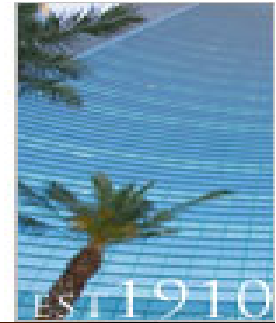
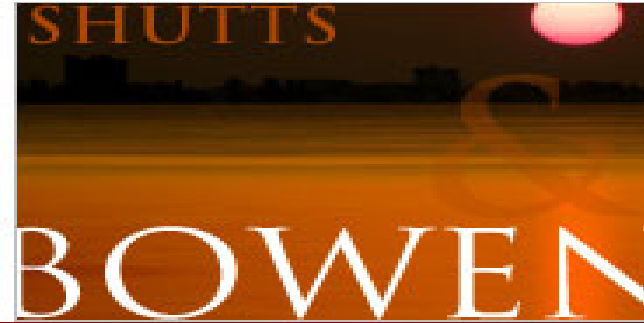


# **STRATEGIES FOR EXCELLING AS A MINORITY IN THE MAINSTREAM LAW FIRM**

## ***CLOSER ON THE BASICS***

**KEEP IT SIMPLE:**

- **REMEMBER YOU ARE PRIVILEGE TO BE A RESPONSIBLE PROFESSIONAL**
- **THINK AHEAD AND AVOID APPEARANCES OF IMPROPRIETY**
- **DON'T TAKE AN UNFAIR ADVANTAGE, ESPECIALLY OF NON-LAWYERS**
- **BE A GENTLEMAN OR LADY**



**STRATEGIES FOR EXCELLING AS A  
MINORITY IN THE MAINSTREAM LAW  
FIRM**

***CLOSER ON THE BASICS***

**KEEP IT SIMPLE:**

- **PAY ATTENTION TO DETAIL AND PREPARE IN ADVANCE FOR EVERYTHING**
- **ALWAYS BE EARLY AND ON TIME**
- **STRIVE TO ERROR FREE**