

# Legal Connections



POWERED BY THE COLUMBUS BAR ASSOCIATION

JUNE 9, 2017

## ENGAGING THE NEXT GENERATION

Continental Realty is proud to have been the presenting sponsor for the Columbus Bar Association's seminar "The Next Generation Law Firm," on April 25. Speaker and Author Dan Negroni presented a compelling presentation and led a discussion focused on how law firms can engage Millennials in their firm's culture.



**MATT DIXON**  
Continental Realty

It is imperative for all businesses, including law firms, to learn how to attract and retain millennial employees. The premise for engaging the next generation is built upon the growing population of working millennials and the need for law firms to adapt or face possible extinction as a viable business. Dan offered seminar participants numerous ways to increase productivity and engagement of millennials by understanding their frustrations and disconnects with current leadership and management styles. Interestingly, one of the most important lessons to take away from the seminar is the need to establish quality relationships with Millennials and use the Platinum Rule: "Treat others the way they want to be treated."

Dan's presentation rings true not only with law firms, but with the work we do at Continental Realty. We work with businesses to identify trends in work environments and assist them with finding an inviting and engaging work place to help attract and retain top talent in their industry. We appreciated Dan's insight and look forward to learning how to improve management and leadership styles to engage a growing next generation workforce. ■



"Since June 2016, we've been partnering with Columbus Business First to bring you the most important legal information and updates. Check out our supplement in next week's issue, and get an inside look into another great year with the Columbus Bar Association."

**Jill Snitcher McQuain, Esq.**  
Executive Director • [jill@cbalaw.org](mailto:jill@cbalaw.org)

## EDUCATION & EVENTS

**Tuesday, June 20 • 9 a.m. – 12:15 p.m.**  
**Resilience and Mindfulness (Video)**  
2.75 CLE and Professional Conduct Hours

**Thursday, June 22 • 9 a.m. – 12:15 p.m.**  
**Lawsuits Against Public Entities (Video)**  
3.0 CLE Hours

**Tuesday, June 27 • 9 a.m. – 5 p.m.**  
**Hot Topics in Advertising Law 2017**

**Thursday, June 29 • 1:30 – 4:45 p.m.**  
**Social Media Competence for the Trial Attorney (Video)**  
2.75 CLE and 1.0 Professional Conduct Hours

All classes listed are offered at the Columbus Bar Associations offices, 175 S. Third St. Ste. 1100. To register, call 614-221-4112 or enroll online at [www.cbalaw.org](http://www.cbalaw.org).

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## LEAN SIX SIGMA AT YOUR FIRM: TRANSPORTATION

Now that we are at the halfway point in our "Lean Six Sigma" series, I hope you have had the opportunity to find and fix some defects, overproduction, waiting and non-utilized talent! Today, we tackle the fifth waste: Transportation.

Transportation is all about the movement of information or materials from one place to another. Paper files tend to be at the heart and soul of transportation waste in a law firm. It all starts when deciding whether you are going to have, or continue to have paper

files, and understanding what purpose they serve in the firm. There are quite a few challenges that go along with paper files: two people cannot be looking at it at the same time, they get lost, left at home, in the car, in the conference room, etc. When we ask professionals who work in firms that rely heavily on paper files where they waste the most time, the answer is often, "looking for paper files."



**DEBBIE FOSTER**  
Affinity Consulting Group, LLC

So, think about your paper file situation. Do you really need paper files? If you say yes, then I would strongly encourage you to ensure there is nothing, except an occasional "original," in a paper file that is not also accessible electronically. Why? The only thing more wasteful than keeping paper files is paying to store them. If you must keep them, make sure you can destroy them when the case is closed.

In addition to paper files, there is transportation waste in electronic forms as well. Think about those emails we all get where we have to scroll down and read the 10 emails below to get caught up, only to realize we should have been the one to get the original email and lots of time would have been saved. Or, how about having to update contact information in more than one system. All of these can be classified as transportation waste.

**Next up, INVENTORY. ■**



**June 15, 2017** 1:15pm **Columbus Bar Association**

The Columbus Bar's **Constitutional Conversations** series is free and open to the public. The next session, on **June 15 (1:15-2:15pm)**, will focus on the Separation of Church and State. The discussion will be moderated by James R. Beattie, Jr. (Capital University Law School) and Rabbi Yitzi Kaltmann. Details at [www.cbalaw.org](http://www.cbalaw.org).

### RSVP:

Please RSVP to  
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(614) 221-4112.