

JANUARY

2007, ISSUE 1

## President's Letter

*Greetings DWLA Members and Friends,*

I always look forward to the new year because it brings opportunity. William James, the American philosopher, stated: "[S]he who refuses to embrace a unique opportunity loses the prize as surely as if [s]he had failed it." We, the members of the DWLA, are entering into another year of opportunity.

The DWLA is continuing to grow in its membership, resulting in a dynamic group of women from diverse practices and backgrounds. The DWLA received tremendous support from its sponsors, the legal community and the judiciary at last year's Judicial Reception, and we already have received several generous offers of sponsorship for events in 2007. We also have a talented and dedicated Board of Directors who is working hard to plan and execute this year's events.

The opportunity not only lies with the DWLA, but with each individual member. I encourage all of you to take advantage of this year: network with and get to know your fellow members, attend and participate in the meetings and events, contact the Board with your input, suggestions and questions, or if you want to become more involved. Tell a friend about the organization. There is opportunity for everyone and I cannot wait to see what the new year brings. I am honored to be the new DWLA President.

*Hoping to see you all at our first meeting of the year,*

*Mariah Quiroz, President*



### General Membership Meeting

Date: Thursday, February 1, 2007 at 12:00 noon

Place: Belo Mansion

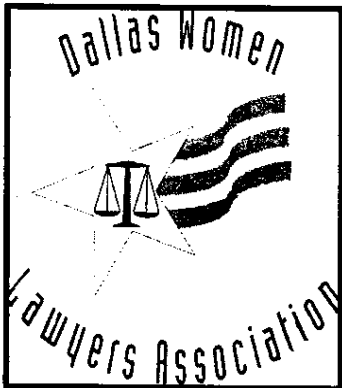
Topic: Working & Nursing: Legal Rights for New Mothers

Speakers: Rani Garcia and Christina Jump

Door Prize: 2 hours of personal concierge services by Kathy Zerangue, [KathyZerangue.com](http://KathyZerangue.com)

DALLAS WOMEN LAWYERS ASSOCIATION

DWLA



# General Membership Meeting

Thursday, February 1, 2007  
12:00 p.m.—1:00 p.m. at the Belo

## Working and Nursing... Legal Rights for New Mothers

*A discussion of women's legal rights regarding nursing, family leave, and similar interests to new & expectant working mothers, their employers and all attorneys advising companies or individuals who encounter these issues*

*1.0 hour CLE approved*



- ~ Rani Garcia , Labor and Employment Law  
Akin ,Gump, Strauss, Hauer & Feld*
- ~ Christina Jump, Employment Law  
Jump Law*

*For more information, please contact Jenny Womack at  
[jwomack@pamlaw.com](mailto:jwomack@pamlaw.com)*

**Our Door Prize this month is Personal Concierge Services  
donated by Kathy Zerangue.**

### **EDITOR'S NOTE**

~ If any DWLA member has noteworthy information that can be shared with our membership in our quarterly publication, please submit it for consideration to Newsletter Editor, Litsa Papanicolaou, at [litsap@sbcglobal.net](mailto:litsap@sbcglobal.net).



KathyZerangue.com

KathyZerangue.com is a personal concierge service existing solely to help manage your busy lifestyle.

If there are just not enough hours in the day to get all of the items on your to-do list done, then you must check out KathyZerangue.com.

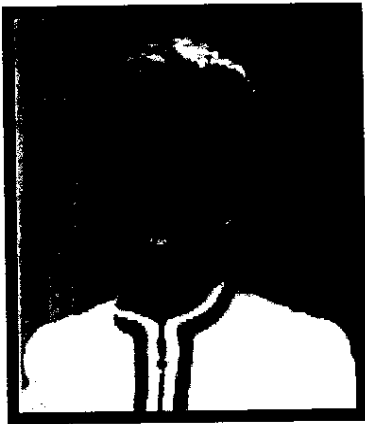
Our list of services range from simple errands to decorating for the party we're planning for your event...

KathyZerangue.com considers it a privilege to work at checking off the items on your to-do list. We also offer many other services to help put some balance back into your life. Your time is valuable. Spend it with your most valuable assets, your family and friends, and enjoy life again!

Our services were featured in the October 2006 issue of Daily Candy, a email service that alerts subscribers to new products and services in the Dallas area and in The Dallas Morning News, Solutions Section, in December 2006.

Customer service is the hallmark of KathyZerangue.com. It would be a pleasure and privilege to work for you.





*Kathleen  
Wu*

◆◆◆

*2006 Louise B.  
Raggio Recipient*

*By Christina Jump*

The Dallas Women Lawyers Association proudly presented its Louise B. Raggio Award to Kathleen Wu of Andrews Kurth, L.L.P. at its Annual Judicial Reception on November 2nd, 2006.

In her acceptance speech, Ms. Wu spoke of her reverence for the Award's namesake, whom we were delighted to have attend the event, and quoted Louise B. Raggio as stating recently that "women have progressed, but we still have a long way to go." Ms. Wu also compared the expectations of earlier generations to benefits which female attorneys take for granted now, and observed that "progress is made when each generation demands something the last generation didn't think they had the right to even ask for." To the current generation of incoming female attorneys, she advised, "If this generation wants to take on work-life balance as its mission, I say go for it."

In the past year, Kathleen Wu has made many strides to better the working environments of women in our profession. In addition to working within her own firm on alternative work arrangements for female attorneys, she has authored many articles to help encourage other firms and women to find a workable balance in the profession as well. She is a speaker and author on multiple issues affecting women in the workplace, including speaking for the Dallas Women Lawyers Association and writing articles in the *National Law Journal*, *Texas Lawyer*, *Lawyer's Network*, and *Legal Times*. These articles focus on identifying those goals most important to the female attorney, and having the courage and professionalism to then seek them out in effective ways.

Her writing experience is not limited to recognition within our profession. In both 2005 and 2006, Ms. Wu was nominated as a finalist for the Association for Women Journalists Vivian Castleberry Award. She also often serves as a commentator for the national public radio Dallas affiliate.

Kathleen Wu's practice as a partner at Andrews Kurth is concentrated in the areas of real estate, finance, and business transactions. Her broad-based presentation includes all aspects of the acquisition, management, and disposition of real estate, the origination and servicing of securitized and non securitized loans, hospitality industry matters, and general business matters. Kathleen is very active and participates in a variety of local, charitable and civic organizations.

*Articles and Publications written by Kathleen Wu:*

"There's a Reason It's Called the 'Practice' of Law" Texas Lawyer (July 31, 2006)

"Spoiled or Special? The Over-Scheduled, Over-Praised Generation Goes to Work at the Firm" Texas Lawyer (May 22, 2006)

"Ask and You May Receive" Texas Lawyer (January 23, 2006)

"Opting Out: Everyone Loses When Young Women Abandon the Workplace" Texas Lawyer (October 24, 2005)

"Good Sports - A Level Playing Field Gives Women Equipment to Succeed" Texas Lawyer (August 22, 2005)

*We congratulate Kathleen Wu on receiving this prestigious award and we thank her*

## FLEX TIME—The Way of the Future

A new study of professional women finds that the great majority of those women are negotiating flexible work arrangements as a way to remain in the workplace, while continuing to see their incomes grow.

Mary Shapiro of the Simmons School of Management in Boston, lead study author, said the study showed that "women are leading the way in how all employees in the future will take more control over managing their careers. The findings were from an online survey of more than 400 middle-and senior-level professional women from around the nation with an average of 20 years' work experience from across the business & non-profit spectrum, who attended the 2006 Simmons School of Management Leadership Conference in Boston. She found that a majority of these women had negotiated flexible work arrangements as a strategic and powerful way to remain in the workforce, to bring balance to their lives, and to still enjoy financial success.

Noting that more than 60 percent of the women surveyed said they would be more loyal and "go the extra mile" for an organization that offered flexible work arrangements, Shapiro said that organizations can benefit significantly by encouraging flexible work arrangements for women and men. "There's a workforce shortage on the horizon," she said, "and flexible work arrangements may be the main strategic advance in the coming decades in attracting and retaining male and female essential talent."

**DWLA would like to thank the following Sponsors for their continued generosity and support of the DWLA and its 2006 Judicial Reception:**



**Congratulations to Ms. Kathleen Wu, recipient of the prestigious Louise B. Raggio Award.**

**UNDERWRITER**

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**Special Thanks to our Keynote Speaker**

The Honorable Jane Boyle  
United States District Judge, Northern District of Texas

# 2007 Board of Directors

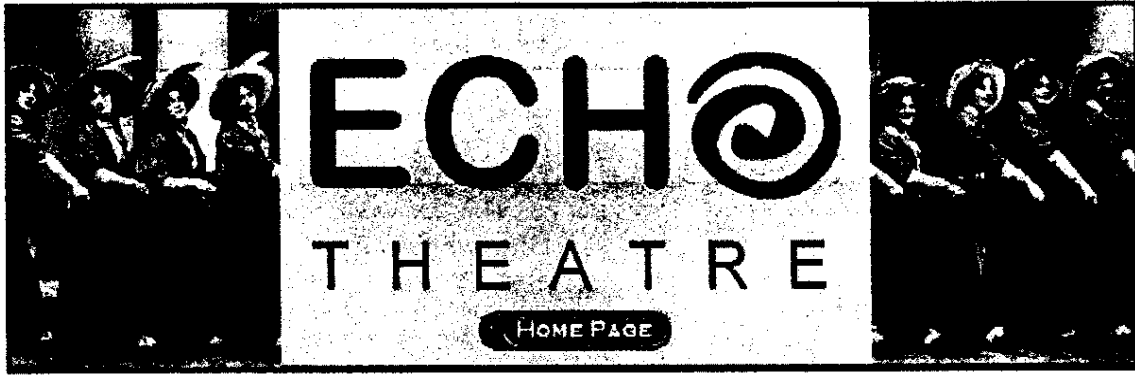
Below is the DWLA Board for the following year, 2007-2008. A vote will be held at our general membership meeting.

President – Mariah Baker  
President-Elect – Melanie Durst  
VP Membership/Directory – Linda Szuhly  
Treasurer – Susan Zoila Steger  
Secretary – Staci Glenn  
Newsletter Editor – Litsa Papanicolaou  
CLE – Jenny Womack  
Publicity – Linda Yee  
Members Profile – Kathryn Veech  
Judicial Profile – Christina Jump  
Historian – J. Lee Baldwin  
Website/Job Bank – Jill A. Mason  
Pro Bono - Roshanak Khosravi  
Immediate Past President – Rachel Montes

## **ADVISORY BOARD MEMBERS**

Nina Cortell  
Christina Melton Crain  
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Laura Benitez Geisler  
Elizabeth Hameline  
Catharina Haynes  
Karen McCloud  
Honorable Liz Lang-Miers  
Honorable Sally Montgomery  
Betsy Whitaker





*...unearthing the power of the female theatrical voice!*

*For years, theatre seasons at all levels of production have been programmed mainly with works by male playwrights. It is the mission of Echo Theatre to unearth the power of the female theatrical voice. A woman can tell a story differently, provide it with another texture and insight, when she is empowered to speak in her own words.*

## **STRING OF PEARLS** by Michele Lowe

**Place:** The Bath House  
Cultural Center, White Rock  
Lake, Dallas, Texas

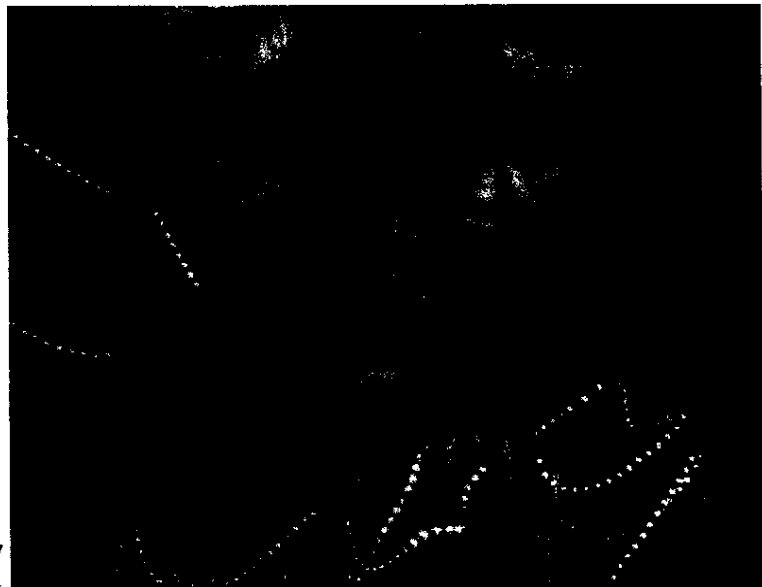
**February 16 - March 3, 2007**

**Directed by:** Terri Ferguson

**Featuring:**

Linda Leonard, Elly Lindsay,  
Kristin McCollum and Lulu Ward

STRING OF PEARLS is a boldly theatrical and emotionally complex new American comedy which explores the possibilities that open up in the lives of an array of women as they come into contact with a certain strand of pearls. According to the New York Times, STRING OF PEARLS is a "highly satisfying and hilarious blend of sex, satire, poignancy and absurdism."



**DALLAS WOMEN LAWYERS ASSOCIATION  
BOARD OF DIRECTORS MEETING MINUTES  
Thursday, October 5, 2006**

1. **Call to Order**

President Rachel Montes officially called the meeting to order at 11:10am. Members in attendance included Mariah Quiroz, Melanie Durst, Jenny Womack, Elizabeth Hameline, Christy Jump, Susan Steger, Karen McCloud, Judge Catharina Haynes, Lee Baldwin, and Litsa Papanicolaou.

2. **President's Report – Rachel Montes**

The planning for the Judicial Reception is in progress. Karen McCloud will obtain a list of potential invitees from the Dallas Bar Association and a list of Litigation Section members from the State Bar. The invitations will be mailed by bulk mail. Rachel Montes also suggested forming a separate list serve to be available for discussions among our members.

3. **President-Elect's Report – Mariah Quiroz**

Mariah Quiroz is in the process of finalizing the 2007 board of directors, but has not heard back from all of the current board members regarding their interest for serving next year. IKON will be listed as an underwriter for the Judicial Reception with its logo. DWLA will also list the sponsors of the Judicial Reception on the website.

4. **Programming – Christy Jump**

Today's topic is changes in the Federal Rules of Civil Procedure, and in particular, changes in electronic discovery. The Women's Museum has approached DWLA with a partnership in membership, where interested parties can join both organizations for \$40 (at no cost or organizational fee to DWLA) and receive a discount on Women's Museum events. The Board authorized Christy Jump to relay DWLA's interest in this proposal.

5. **VP/Membership Report – Melanie Durst**

Membership sign-up sheets will be maintained at the Judicial Reception. Rachel Montes suggested holding a raffle at the Judicial Reception for a door prize to obtain invitees' business cards. The Board approved of a \$15 admittance fee for law students.

6. **Secretary's Report** – presented by Mariah Quiroz in Staci Glenn's absence.

Minutes from the July 6, 2006 meeting were presented for approval. Litsa Papanicolaou moved that the Minutes be approved, and Mariah Quiroz seconded the motion, which carried unanimously.

7. **Publicity Report – Elizabeth Hameline**

No publicity report was made.

8. **Treasurer's Report – Susan Steger**

The current balance is \$2652.04. The 50% deposit for to the Starlight Room for the Judicial Reception has already been paid. BankOne was bought out by Chase. Chase charges a monthly fee if the balance is under \$6,000, whereas BankOne used to waive this fee. Susan Steger will follow up with Chase to request that this fee be waived.

9. **Website Report – Grace Shin**

In Grace Shin's absence, there was no report.

10. **New Business**

There was no new business.

11. **Adjournment**

The meeting was adjourned at 11:59am.

# How Many People Should You Bring with You to Your Next Marketing Pitch?

by Sara Holtz

When three clients raise the same issue in one week, it goes on my "hot topics" list as one that's likely faced by most of my readers as well. Have you wondered how many people you should bring with you to an upcoming marketing meeting? Recently, three different clients faced this question as they followed up with a potential client. The details varied.

- One felt obligated to bring along the partner who had introduced her to the prospect, because she didn't want to appear to be "stealing" the client.
- Another felt that because both she and her partner had previously worked with the prospect, they should both go to the meeting.
- The third was being pressed by the head of her practice group to bring along a phalanx of partners and associates to show the firm's depth in the practice area.

In each instance, my clients needed to separate their internal relationships with their partners from what made sense from a marketing perspective. The focus needed to be on what worked for the client, not what worked for the firm or the individuals involved.

Clients hate being involved in firm politics - particularly those involving who gets credit for their work! Whatever "credit" issues arise need to be resolved in a forum other than the client meeting. Start by getting the internal issues out of the way. Have a straightforward discussion with your partners about who should attend the meeting.

And what's my recommendation? Typically, one. That's right, I recommend you go it alone. In general, this is a situation in which less is more. The more people present, the more the potential client is likely to feel "ganged up on" or "pitched." While it may eventually make sense to bring in more people to demonstrate your ability to meet the breadth of the client's needs, that's not the place to start. And make sure that each person you bring actually has a role which is critical to the meeting. No window dressing.

The worst "pitch" that I ever attended involved four male partners and a young female associate. Throughout the pitch, only the men spoke. In the final few minutes, one of the men turned to the young associate and asked her to tell us what she liked about the firm. She began by telling us about the wonderful working environment the firm offered. At that point, the female decision maker turned to me and whispered "Oh no! They brought her along to give the Miss America speech!" Needless to say, they didn't get the work.

Marketing is about seeing the world through the client's eyes. Leave the office politics at home.

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*Sara Holtz is founder of ClientFocus, a coaching and training company that helps successful lawyers become successful rainmakers. Sara Holtz is a Harvard Law School graduate, was the general counsel of a major consumer products company, and was the first woman chairman of the Association of Corporate Counsel. Sara has worked with hundreds of partners from the nation's leading law firms to help them grow their practices. Visit [www.clientfocus.net](http://www.clientfocus.net) to learn about her coaching, workshops and the Women Rainmakers Roundtable, a unique program that brings together successful women partners to build their books of business, or read her blog at [www.womenrainmakers.com](http://www.womenrainmakers.com).*



## MAURA AWARDS

The Women's Museum is proud to host the **Maura Women Helping Women Awards** as part of its commitment to the advancement of women through academic and leadership programs.

This significant award, established in 1978 by the Women's Center of Dallas, pays tribute to those who have made significant contributions to improving the lives of women and girls in the Dallas/Fort Worth Metroplex.

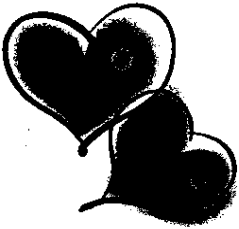
The 2007 Maura Women Helping Women Awards are planned for the evening of May 1, 2007, at The Women's Museum: An Institute for the Future. Event chairs are Vivian Castleberry and Matrice Ellis-Kirk. For more information, see [TheWomensMuseum.org](http://TheWomensMuseum.org).

# DWLA

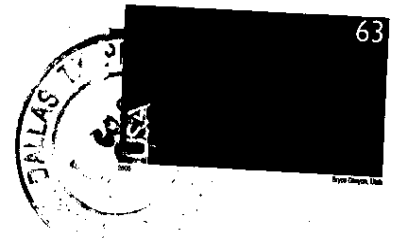
www.dallaswomenlawyers.org

## DALLAS WOMEN LAWYERS ASSOCIATION

Linda Szuhly  
Vice President, DWLA  
Plaza of the Americas  
700 North Pearl St., 25th Floor  
Dallas, Texas 75201



Mr. Martin Garza  
1717 Main Street, Suite 2800  
Dallas, TX 75201



## DWLA BOARD OF DIRECTORS 2007

President - Mariah Baker Quiroz	214/871-8258	mquiroz@thompsoncoe.com
President-Elect - Melanie Durst	214/871-8265	mdurst@thompsoncoe.com
VP Membership/Directory - Linda Szuhly	214/871-8261	lszuhly@thompsoncoe.com
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Historian - Lee Baldwin	214/941-6411	leebaldwin@lawlockman.com
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Member Profiles - Kathryn Veech	469/644-2360	kathryn@kathrynveech.com
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Pro Bono - Roshanak Khosravi	214/871-8242	rkhosravi@thompsoncoe.com
Judicial Profiles - Christina Jump	214/497-6151	jumplaw@sbcglobal.net
CLE - Jenny L. Womack	214/242-6449	jwomack@pamlaw.com
Advisory Committee - Laura Benitez Geisler	214/276-6000	lgeisler@jonesgeisler.com
Advisory Committee - Christina Melton Crain	214/739-7933	cmc@mycingular.blackberry.net
Advisory Committee - Nina Cortell	214/651-5579	nina.cortell@haynesboone.com
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Advisory Committee - Honorable Elizabeth Lang-Miers	214/712-3450	
Advisory Committee - Honorable Sally Montgomery	214/653-7595	
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