

June / July 2023
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Creating a Culture of Purpose

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Getting Clear about Your Employer Value Proposition

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The Difference Between Quiet Hiring and Employee Development

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How to Retain and Grow Top Talent in Your Law Firm

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ALA is the premier professional association connecting leaders and managers within the legal industry. We provide extensive professional development, collaborative peer communities, strategic operational solutions, and business partner connections empowering our members to lead the business of law.

ALAMN TEAMS & SIGs

ALAMN Teams serve as liaisons between membership and the respective director, representing the **ALAMN** Board of Directors.

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ALAMN SPECIAL INTEREST GROUPS (SIGs) are educational forums specific to functional specialty.

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ALA's Career Center is a place to find a variety of articles and resources to help you develop your skills and enhance your career. Check out the featured article from Robert Half, "2022 Forecast: In Demand Practice Areas and Jobs," found [HERE](#).

ALAMN ORGANIZATIONAL TABLE

BOARD OF DIRECTORS

President: Deb O'Connor

President Elect	Past President	Communications Director	Membership Director	Education Director	Administrative Director	Finance Director
Vanessa Kahn	Chong Lee	Samantha Tschida	Kim Motzko	Pat Stender	Bernie Theis	Suzette Allaire

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(ALAMN Membership is required to participate; Regular ALAMN Membership is required to Chair; Service Teams work serves entire chapter)

Business Partner Relations & Conference	Diversity, Equity, Inclusion & Access	Communications	Membership Development	General Education Meetings		Compensation & Benefits Survey
Catherine Gorr Kelly Thaemert	Kathy Hubbard	Melissa Johnson	Joey Monson	Lisa Hellum Pete Tass		Laurie Greenberg Laurie Percy
	Community Service					
	Love Vieira Pat Stender					

SECTION TEAMS (ALAMN Membership is required to participate;

Regular ALAMN Membership is required to Chair; Section Teams work serves sub-section of chapter membership)

			Large Firm Chief Officers	Small and Medium Firm	Human Resources	
			Abby Rooney	Jeff Downes Tracy Smith	Gayle Hildahl	

SPECIAL INTEREST GROUPS (ALAMN Membership is required to participate)

		Branch Manager			Facilities Management	Financial Management
		Jessica Johnson Samantha Tschida			Kim Mozko	Rebecca Doyle
Greater MN (formerly St. Cloud)					Intellectual Property (IP)	
Ann Entenmann					Val Studer Lisa Gentry	

ADMINISTRATIVE VOLUNTEERS (Regular or Associate ALAMN Membership is required)

Also serves as:	Also serves as:	Newsletter Editor	Emerging Leaders Group		Staff & Member Placement Coordinator (HR)	
LPACC Liaison	Past President Liaison	Gretchen Luessenheide	Nick Manty		Tracy Smith	
	Nominating Committee (chair)	Social Media				
		Jessica Johnson Jaffe Management				

ALAMN CALENDAR OF EVENTS

JUNE

SU	MO	TU	WE	TH	FR	SA
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

- 15 Small/Medium Firm Meeting**
11:30 am – 1:00 pm
- 20 Finance Meeting**
12:00 – 1:00 pm
- 21 Facility Meeting**
12:00 – 1:00 pm
- 28 Community Service Event**
12:00 – 1:00 pm
Second Harvest Heartland

JULY

SU	MO	TU	WE	TH	FR	SA
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

- 11 Community Service Meeting**
11:00 am – 12:00 pm
- 12 ALAMN Summer Social**
4:30 – 7:00 pm
Earl Giles Distillery
- 18 Finance Meeting**
12:00 – 1:00 pm
- 25 IP SIG Meeting**
12:00 – 1:00 pm

***PLEASE NOTE:** ALAMN membership is required to attend Team and SIG meetings.

Save the Date - ALAMN Education Conference

September 13, 2023 | Minneapolis Hilton Hotel

We are excited to bring our annual conference back to downtown Minneapolis this year at the large Hilton Hotel. The BPRCT is hard at work planning an interactive day with a dedicated community service project and more informal time to network with business partners and members. Look for practical education sessions with key information you can take back to your firm and implement. As always, there will be time to connect with friends and colleagues throughout the day and win great prizes at the happy hour (thank you business partners!). More details to come soon.

PRESIDENT'S COLUMN

By Deb O'Connor, ALAMN President



Spring has arrived, and I believe it is finally here to stay! After a winter of record snowfall, its arrival is so welcome. One of my favorite legal industry events happens in the spring each year, the ALA Annual Conference. This year the conference was held in Seattle, WA and 37 attendees, 3 conference speakers and 2 Managing Partners from Minnesota, in addition to 10 business partner sponsors of our Chapter, attended the conference. After the last few years, this event rivaled conferences occurring in pre-pandemic years with approximately 1500 attendees, including members, speakers, and business partners.

This year's theme of Balance - Impact - Growth applies to each of us, not only in our professional work lives, but our personal lives as well. Over 60 educational sessions, in addition to numerous cohort meeting groups and Business Matters sessions were presented over the four-day conference, many supporting the theme. A few of my favorites:

- Become a Destination Law Firm Employer
- 30 Leadership Tips in 60 Minutes
- Cyber Risk Management and Compliance
- How to Tap into the Positive Effects of Stress to Improve Your Work & Life

If you ever have a chance to attend any of these sessions, I would highly recommend!

Two members of our Minnesota Chapter were in the spotlight during the conference, in addition to the Minnesota Chapter:

- Sarah Evenson of Barnes & Thornburg wrapped up her year as President of ALA. Kudos on a spectacular year, Sarah! Hundreds of volunteer hours are required to fill this position, over a multi-year commitment, and Sarah excelled at it. Sarah will serve her term as Immediate Past President over the next year.
- Laura Broomell was presented the prestigious Spirit of ALA Award for 2023. This award is given to an individual who has demonstrated the following in an extraordinary measure: a commitment to

professionalism; dedication to the advancement of law firm administration; a record of service to ALA that exceeds normal expectations; and provides a model of participation and involvement for others. Congratulations, Laura!

- Our Minnesota Chapter of ALA was awarded the President's Award of Excellence. This award is given in support of ALA's mission to promote and enhance the competence and professionalism of legal administrators and all members of the legal management team, improve the quality of management in law firms and other legal service organizations, and represent professional legal management and managers to the legal community and to the community at large.

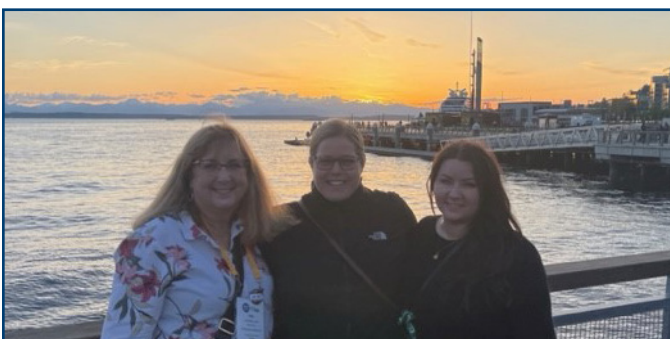
Are you interested in attending a future conference? Did you know that over 50% of our 37 attendees receive a scholarship that covers the greatest part of their costs for attending a conference? The majority of our scholarships are given because a member fills a Chair or Co-Chair role on an ALAMN Team. Participating in one of these positions in ALAMN provides an opportunity to build relationships with other members, as well being a great way to hone your leadership skills. If you are interested in hearing more about attending a conference on scholarship funds, or filling a future role in ALAMN, please reach out to me. I would love to discuss opportunities with you.

ALAMN's Summer Social will be occurring mid-July at Earl Giles. Watch for the date and register to attend this fun event.

Be on the lookout at the end of the month for your chance to participate in the ALAMN Salary Survey. This survey is one of the most comprehensive compensation and benefit surveys in the legal field, and is available at a ridiculously low price if you participate. So watch for the email to participate. The more information we receive (it is all kept confidential), as well as the number of participants, the better the survey results are for all of us.

Have a wonderful Spring everyone!

2023 ALA ANNUAL CONFERENCE AND EXPO IN SEATTLE, WA



CREATING A CULTURE OF PURPOSE

By Vanessa Kahn

I recently stumbled upon an intriguing question in the Spring issue of HR Magazine that asked, “*Would you recommend your job or career field to young people you care about?*” I have found myself thinking about this question a lot recently. Over the past year, as I interview candidates for various legal administrative support positions at my firm, I often find myself answering the same question as I work on “selling” the job and the firm to the inquisitive candidates.

The pandemic created a changing and cut-throat job marketing, making it incredibly challenging to hire talented and motivated people. Additionally, the interest in remote work is causing stress on small and midsize companies. My experience in recent months has shown that nearly all legal administrative positions and candidates expect some number of remote workdays, including HR candidates. Furthermore, the level of unhappiness at work is increasing, according to many statistics, which makes the role of the HR candidate especially important in today’s workplace.

The pandemic created a massive shift in how people view the role of work in their lives. People have been reflecting on work-life balance and have prioritized other things in life over work. For the reasons above, creating a culture of purpose is even more important today as so many things are competing for our attention.

As we know, organizations are inanimate things. They’re truly made up of people. Author John Coleman writes in his book, *Crafting Your Purpose*, “If you want people to be fully engaged, really committed, what you need is not simply their hands, but you need their head, their heart, and their hands.” It takes a commitment usually to a shared mission and this thought to a compelling vision that they’re looking towards. With this in mind, our firms must effectively craft and maintain an organizational mission as an ongoing process.

Engage with employees at all levels

First, we need to engage with as many people within the organization as possible to develop a sense of a shared mission. It cannot simply come from the top. Our company leaders need to make a simple commitment to listen. This can manifest in a few ways, both formal and informal:

- 1. Company surveys:** Almost every organization should have regular “company health” surveys to keep a pulse on how team members are feeling and to make sure the organization’s purpose and values are being lived. This should happen both at the launch of a new initiative and regularly over time.
- 2. Focus groups:** Particularly if you are in the process of updating or reshaping corporate purpose, engaging employees directly through focus groups to prove the organization’s values, vision, and mission can be essential to surfacing and testing great ideas.
- 3. Formal town halls and listening sessions:** Every organization and team should help give people a voice, and town halls and “listening tours” by executives can surface great feedback about the company on a consistent basis that leadership might not otherwise hear.
- 4. Informal engagement:** Every leader – whether of a team, a business, or an organization – should devote real effort to spending time with and connecting with colleagues. Eat in the company cafeteria and sit with new people. Walk the halls. Initiate conversations in each of these environments so people know you care and feel empowered to speak up.

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CREATING A CULTURE OF PURPOSE - CONTINUED

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Resonate with employees on a personal level

The company's mission statement has to resonate with people on a personal level and reach them deeply in order for them to engage with it. Almost anyone can influence the culture of an organization, making the connection one has to the company's mission statement an important resource and tool for organizations.

Shared collective values

Third, it needs to be based on shared collective values. Workplaces that have a deep sense of mission and values with which we can align are more engaging and joyful to work for. Sharing stories and experiences in which one has displayed the company's core values or mission statement is helpful as well.

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GETTING CLEAR ABOUT YOUR EMPLOYER VALUE PROPOSITION

By Annie Bushey, Client Executive at Holmes Murphy

As law students are beginning their clerking season, and many employers are looking to bring in the next generation of talent, the topic of compensation and total rewards becomes a critical component of the recruiting process. Many of your top candidates will ask themselves: Outside of my starting salary and bonus, how does this employer support the flexibility that I'm looking for in my place of work? Is there a clear path to growth within the firm?

Human Resource departments have been trained to help these high potentials understand the value of total compensation, emphasizing the benefits program and additional resources that employees have access to, in addition to competitive pay. In a perfect world, we relay these messages to candidates, and they clearly understand the value of these programs and the investment that the firm is making in ensuring that their people are supported.

Unfortunately, very few candidates will understand the value of your employee benefits program and the resources that you offer. A recent Forbes Advisor survey of 2,000 Americans who have health insurance found that over three-quarters can't identify the term "coinsurance" and nearly half incorrectly defined copayment and deductible. That's just the beginning of their confusion about the U.S. health insurance system. So, why are we spending an abundance of time communicating these benefits?

Part of building your employer value proposition starts with identifying the who: Who are you employing? Who are your key employees? Who are you desiring to attract and retain? Who are the next generation of leaders within your organization?

Once you understand your demographics, the next step is to understand why: Why do people come to work at your organization? Why do people leave? Why do people stay?

Lastly, for organizations that can distinctly define their who and why, it is critical to have a clear line of sight into how: How do we currently support our people? How are we constantly evolving to meet the needs of our multigenerational workforce? How are we clearly and effectively communicating our value proposition to our current and prospective employees?

I recently started working with a large employer that had a strategic goal to enhance their Diversity, Equity, and Inclusion (DEI) initiatives. In a male-dominated industry, this employer decided to take a concerted effort to hire more diverse candidates for specific roles. With the ideal candidate falling into the early/mid-career stage of 25-35 years old, we knew that this likely meant a majority of their female candidates would include working moms and other individuals who were looking to start families in the next few years.

To appeal to this demographic, this organization needed to understand why. Why would millennial female talent come work for our organization? After reviewing data from a recent benefits survey, the answer became clear:

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GETTING CLEAR ABOUT YOUR EMPLOYER VALUE PROPOSITION - CONT.

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Competitive compensation, flexibility, and a supportive work environment.

Salary benchmarking and incentive compensation were just two variables to consider. For this subset of employees, flexibility meant offering a hybrid work schedule, with clear expectations. And support came in various forms, including a discretionary budget for career development, a generous stipend for childcare, and a breast milk shipping program for the working moms whose roles

required frequent travel, to name a few.

While it may sometimes feel like the low unemployment environment and competitive attorney talent market offers employers little to no control in the hiring process, I encourage HR leaders to understand the who, why, and how that can set your employer value proposition apart from your industry peers.

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THE DIFFERENCE BETWEEN QUIET HIRING AND EMPLOYEE DEVELOPMENT

By Beacon Hill

We live in a time when new hiring terms seem to pop up every day. Ever since [The Great Resignation](#) phrase was coined, a lot of quiet trends have followed, including quiet quitting, quiet hiring, quiet promotion, and even quiet firing. But one term, quiet hiring, seems to blur the lines with the classic concept of employee development.

Today we are going to discuss the similarities between these concepts as well as how they differ. Let's get started!

What is quiet hiring?

So what is quiet hiring? It sounds ... secretive or sneaky, and done wrong, it can be a bit underhanded in the eyes of job seekers.

In several recent articles from major networks, including [Forbes](#), it has been defined as, "[W]hen an organization acquires new skills without actually hiring new full-time employees."*

**This definition originally came from [Emily Rose McRae, Gartner's Senior Director of Research](#).*

That definition is a bit open though, so here are some examples of what quiet hiring might look like:

- Outsourcing certain elements of work to freelancers or contractors (who are either more economical or are able to complete the work more quickly).
- Doing projects in-house that are typically given to outside talent (if the skills exist to do so and savings are available by doing so).
- Giving existing employees the opportunity and resources to learn and use different skills in addition to the ones in their current job descriptions.
- Moving a current hire into a new position with more responsibilities.

What is employee development?

[The Society for Human Resource Management \(SHRM\)](#) states that, "[E]mployee development refers to training and related opportunities for employees to gain new skills and competencies."

However, another way to explain and justify the concept is investing in your current team with a goal of helping them grow within their current role and possibly into another one in your company. In essence, you, the employer, can foster employees by providing opportunities that employees can take on, if they choose.

Some employers opt to create specific programs for employee development.

[Heineken, City National Bank, Cooley, Cruise Automation, Amazon, Chipotle, Workday, Marriott International and Urban Company](#) all have top-rated programs focused on training employees. In fact, [over 70% of Fortune 500 companies offer employee training and development options](#).

Ultimately, most employees want to increase their skills in order to advance and, clearly, top-tier companies know that investing in employee growth is a winning strategy.

Hiring insight: [A 2021 Gallup survey conducted for Amazon revealed that 66% of workers from 18-24 valued learning new skills as their third-most important perk. The other two choices that ranked higher were health insurance and disability benefits](#), so it's easy to see how important employee development is!

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THE DIFFERENCE BETWEEN QUIET HIRING AND EMPLOYEE DEVELOPMENT - CONT.

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The intersection

Upskilling employees with the intention of giving them more responsibilities in order to solve for gaps is quiet hiring.

Choosing to fill skill gaps by outsourcing to freelancers and short-term contractors is also part of quiet hiring, but it isn't an element of employee development.

Both strategies are used to solve for talent or skills that are lacking, but employee development is separated by its internal nature. Essentially, some pieces of quiet hiring can be termed employee development, but not all.

Pros, cons, and considerations

It's pretty clear that quiet hiring and employee development can both save companies money and time, whether it's by leveraging contract or freelance workers or utilizing your existing workforce. However, if you are going the internal employee route, it's important to consider current employee perspectives.

Giving an employee more responsibilities that they aren't interested in or won't benefit from is not going to be considered positive or supportive. At some point, they will begin to complain about burnout if you don't offer them something in return for the increased effort they are going to be putting in.

On the other hand, providing employees with opportunities to learn new skills helps them grow and will be appreciated, as long as they are recognized.

Employers and employees can benefit from quiet hiring when it dovetails into true employee development.

[Forbes said it well when they suggested using quiet hiring in an ethical way.](#)

Companies that develop and maintain strong employee relations win even during an economic downturn or other talent acquisition crisis. After reading this, we suggest that you review your existing recruiting strategy and consider utilizing the positive parts of quiet hiring and implementing or increasing your employee development options. Your employees will appreciate it!

BEACON HILL LEGAL

A DIVISION OF BEACON HILL STAFFING GROUP

Beacon Hill Legal, Beacon Hill Staffing Group's legal specialty division, is a national legal staffing and document review organization operating across industries that provides contract and direct (permanent) staffing, document review, managed review services, and a variety of specialized legal services to top firms across the US. With 12 specialized offices nationwide, Beacon Hill Legal filled over 4,300 positions in 2022.

From banking to real estate, staff augmentation to specialized multilingual document review, Beacon Hill Legal's dedicated team of legal recruiting, staffing, and document review experts consistently delivers quality professionals to our clients.

Beacon Hill Legal places contractors in all 50 states by seamlessly coordinating resources in local and regional markets with our national network of over 56 offices. Depending on your needs, our premier recruiters search nationwide to find the right match for your role.

HOW TO RETAIN AND GROW TOP TALENT IN YOUR LAW FIRM

By Affinity Consulting

Your law firm's success depends on the talent of your team. This means that it is essential for your law firm to retain and grow top talent in order to remain competitive. As a leader, there are several strategies you can implement to ensure that your law firm has access to quality legal professionals. Let's explore what these strategies may look like.

LEADERSHIP AND DEVELOPMENT PROGRAMS

Leadership development programs are essential for any law firm looking to attract and retain top talent. Such programs provide lawyers, associates, and support staff with the opportunity to develop their leadership skills, which can be incredibly helpful when it comes time for promotions or lateral moves within the organization. Furthermore, leadership development programs also increase engagement among staff, as they are more likely to feel invested in their work if they have a stake in its outcome.

MENTORSHIP OPPORTUNITIES

Another way to attract and retain top talent is by providing mentorship opportunities. Mentorships not only give people an opportunity to learn from experienced colleagues but also allow them to network and build relationships with other legal professionals within the organization. Additionally, mentorships offer people an opportunity to gain invaluable insights into the industry and establish themselves as future leaders.

COMPETITIVE BENEFIT PACKAGES

In addition to developing leadership skills and networking opportunities, law firms should also strive to provide competitive benefits packages for their employees. Offering such benefits can help your law firm stand out from competitors, thus increasing its chances of attracting and retaining top talent. Benefits packages could include everything from medical insurance coverage and vacation days to flexible working arrangements or tuition reimbursement plans for further study or training courses related to the practice of law.

FOSTER A POSITIVE WORK CULTURE

Finally, creating a positive work culture is key when it comes to retaining top talent at law firms. Leadership should foster an atmosphere where everyone feels valued and respected but where there is also room for creativity and innovation. This means encouraging collaboration among team members while also recognizing individual contributions and working styles. It's also important for leaders to create an environment where mistakes are seen as learning experiences rather than failures—this will help ensure that the staff feels comfortable taking risks without fear of being punished if something doesn't go according to plan.

Law firms need top talent in order to succeed, so it's important for them to find effective ways of retaining those valuable team members over time. Law firm leadership plays an integral role in this process; by creating leadership development programs and mentoring opportunities, having a competitive benefits package, and fostering a positive work environment, leaders can help keep top talent engaged and motivated at law firms for years to come.

AFFINITY CONSULTING GROUP

At Affinity Consulting, we're committed to helping attorneys and leaders think more strategically about the direction and overall health of their firm. Our team provides strategic guidance, professional development, and training, as well as unbiased advice around the implementation of technology, all designed to foster growth and secure a robust legacy. As a longtime VIP Partner of the ALA, Affinity is pleased to provide special offers and resources for ALA members. [Request a consultation](#) to learn more.

If you would like help improving retention rates and increasing employee satisfaction within your firm, give Affinity Consulting Group a call at 877-676-5492.

DEIA SCHOLARSHIP AWARD



The DEIA Team of the ALAMN is pleased to announce our 2023 Diversity Scholarship winner is Deniyah Brown.

This scholarship is intended for a Minnesota metro area student of a diverse background who is planning to pursue a career that can be utilized in a law firm, such as business administration, marketing, human resources, finance, accounting, paralegal, or attorney.

Deniya is a senior attending Lakeville North High school and is going to college this fall to study business administration and hopes to one day find a marketing position in the legal industry. Deniyah will be the first person in her family to attend college. Her recommendation letter from one of her high school teachers beams that Deniyah's "leadership ability, communication skills, and strong academic foundation make her an excellent asset." Deniyah wants to show her younger siblings that "whatever they have a passion for, they can do."

We are thrilled to support diverse students such as Deniyah in advancing their education and career opportunities. We hope to one day have her working with one of us!

SPIRIT OF ALA AWARD

While many ALA members contribute tremendous amounts of time and effort to the growth of the legal management profession and the success of ALA, recipients of the Spirit of ALA Award are individuals who have in their careers demonstrated all of the following in extraordinary, consistent, and significant measure: an unswerving commitment to professionalism; exceptional dedication to the advancement of law firm administration; a record of service to ALA that far exceeds normal expectations; and also provides a model and inspiration for participation and involvement of others.

Congratulations to Laura Broomell for receiving the Spirit of ALA Award at the 2023 ALA Conference and Expo!



BUSINESS PARTNER SPOTLIGHT: MARK ANDERSON



COMPANY INFO

Name: Mark Anderson

Company: Alerus

Tell us any cool/interesting facts about your company:

We have an employee-sponsored fund to support employees or their immediate

family members if they experience a major medical expense or disaster, such as a home fire, tornado, or flood. Since 2015, over \$54,000 has been distributed from the fund to help employees when they need it.

What is your role in the company:

Senior Financial Advisor

How long have you been involved with ALAMN:

About two years.

How can we spotlight your business the best:

Our mission is to provide holistic financial guidance for our business and personal clients to help them achieve long-term financial wellness. To achieve this, we learn about each client’s unique needs and situation, and provide the right products and services at the right time to help them along the way.

PERSONAL INFO

What is your favorite movie? I'm a classic movie fan so I have dozens of movies I consider favorites, however as it relates to banking and being a fiduciary, I would choose *It's A Wonderful Life*. I always try to think: "What would George Bailey do?"

What are you currently reading?

I'm not a big book or fiction reader. I read several daily periodicals to stay current on local, national, political, and market news. I read the Star Tribune from front to back every day.

What is the last vacation you took?

Scottsdale, Arizona, to escape the last days of winter and do a little golfing.

What is your favorite way to spend free time?

I love taking my family to U of MN sporting events. Ski U Mah!

If you could learn a new skill, what would it be?

Before I got into finance, I wanted to be a pilot. When I retire, I plan on learning how to fly.



ALA members receive an association newsletter every week titled **BOLD Bites**. **BOLD** stands for "Business of Law Discussions," which is also the inspiration for **BOLD Bites** talks during ALA events. The newsletter is a source for quick, informational "bites" about upcoming ALA events, new offerings, chapter kudos, industry thought leadership and more. Current and past issues of **BOLD Bites** can be found [HERE](#).

BUSINESS PARTNER SPOTLIGHT: DAN HERMAN



COMPANY INFO

Name: Dan Herman

Company: Fluid Interiors

Tell us any cool/interesting facts about your company:

Our company has a policy that we get paid to volunteer, and we annually have 1440 volunteer hours.

What is your role in the company:

New Business Development

How long have you been involved with ALAMN:

I looked it up :, since 2013. Wow, ten years! It does not seem that long for sure.

PERSONAL INFO

The last vacation I took was over New Year's Eve when I spent some time in California. Bucket list vacation: Hawaii. Where in Hawaii, right now don't have a preference for the first visit. Would just like to make it there to see and explore. I would love to, while in Hawaii, do another bucket list item and attempt to surf (my new skill).

Right now, in my life, my free time is spent spending time with my kids and their activities. Enjoying this phase with two teenagers. We do enjoy going out to eat at both some favorite locations and trying some new ones as well. They tend to range in both casual and finer dining.

ALAMN'S SHINING STAR - CHONG LEE

The ALAMN Board is very pleased to announce that Chong Lee has been selected as a Shining Star for the MN Chapter!

Chong has been the Systems Compliance, Records Management, and Data Manager at Fish & Richardson since 2014 and a proud member of ALAMN since 2003. With over 20 years of experience in facilities and records management in the legal industry, it was natural for her to initially gravitate towards joining the Facilities SIG. She soon joined the Business Partner Relations Team (BPRT), because she believes in the amazing expertise and support the Business Partners provide to our organization and its members. Her involvement has gone above and beyond as she finds herself getting involved as a member or co-chair of the Education Team, Conference Team, Communications Team, and Intellectual Property SIG. In addition, Chong is currently the Past-President on the ALAMN Board, and she served as President in 2011/2012 and 2022/2023.

As ALAMN members were gathering in Seattle for the 2023 ALA Annual Conference, Chong was asked to share her favorite conference moments. Chong shared how much fun the annual conferences are, and she finds the regional and local conferences are just as great because of the outstanding speakers and wonderful networking opportunities. Members can spend a lot of time really getting to know each other. Witnessing three fellow ALAMN leaders become presidents on the national stage of ALA is very special, and will be remembered as her top ALA conference moments.

Chong's favorites and fun facts:

Favorite meal – Dim Sum.

Favorite Vacation Destination – Anywhere where she can catch the sight and sounds of the water (the beach). She enjoys her winter vacations in Florida.

Binge Worthy TV – During Covid, she enjoyed watching a lot of Korean, Chinese, and Thai dramas.

Hobbies – She enjoys playing volleyball and is currently playing on two leagues, two days a week.

Reading favorites – Anything with a happy ending and prefers e-books versus hard copies.

Ideal Place to Retire – The people, beautiful sights, beaches, and amazing experiences such as the Polynesian Cultural Center, Luau, and so much more in the islands of Oahu, Kauai, Maui, have left a lasting impression on her, making it her dream to someday retire in Hawaii.

Chong moved here from New York and resides with her wife, Shoua, in Brooklyn Park. Chong comes from a large family and when not working, she enjoys spending time with them and hosting family barbecues in the summer. She also enjoys traveling.

Please join the Board as we celebrate and thank Chong for her outstanding work and commitment to the MN Chapter of ALA!

GET TO KNOW YOUR ALAMN BOARD

Have you completed anything on your bucket list?

Deb O'Connor, President

I have, but nothing lately. However, the next two items will both occur this year – visiting Ireland and retiring.

Chong Lee, Past President

Yes – I have had the opportunity to visit Hawaii, Paris, and Rome.

Vanessa Kahn, President-Elect

No, sheepishly no. I tried last year- going to each NFC North football stadium. We made it to three but missed the Detroit Lions - Ford Field.

Bernie Theis, Administrative Director

Yes. Seeing the glaciers of Alaska in person and taking a helicopter ride overlooking the waterfalls in Hawaii.

Samantha Tschida, Communications Director

Sure, lots of things. Life is too short and fragile not to continuously do things that excite you. It doesn't always need to be grand—such as traveling to Switzerland. CHECK! It can also be smaller events, such as dancing in down pouring rain, also CHECK.

Pat Stender, Education Director

I don't actually have a bucket list, but I have had some amazing experiences and memories. If I had a bucket list, I could say, "Yes," there are some things I could check off of it!

Suzette Allaire, Finance Director

Yes! Visited Alaska in the summer of 2021 and opening a coffee shop in two weeks (I hope!). My first experience into entrepreneurship!

Kim Motzko, Membership Director

One of my bucket list items was to take a family trip to Hawaii. We were able to make the trip in 2018.

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