



ASSOCIATION  
FOR  
WOMEN LAWYERS

# AWL *IN MOTION*

Dates and data of interest and importance to AWL members

March 2006

## Upcoming Meetings & Special Events

**Monday, March 6**  
**Friday, March 10**

Prof. Jessica Price and  
Prof. Melissa Greipp on  
“Legal Writing: A Timeless Skill”  
3/6 — 5-6:30 p.m. in Waukesha  
3/10 — noon-1:30 p.m. at ICC

**Tuesday, April 11**

Women Judges’ Night  
with keynote speaker  
Lt. Gov. Barbara Lawton

**Wednesday, April 26**

Wine Tasting Event  
5:30 p.m. at the Flying HICCA

## “Legal Writing: A Timeless Skill” with Prof. Jessica Price and Prof. Melissa Greipp from Marquette Law School

**Monday, March 6**

**5:00 – 6:30 p.m.**

**The Schroeder Group**

**20800 Swenson Dr., Waukesha**

**Friday, March 10**

**Noon – 1:30 p.m.**

**Italian Community Center**

**631 E. Chicago St.**

*(free parking in rear lot)*

The ability to write well is an essential skill for any attorney. More often than not, we stand or fall by the quality of our written work product. Please join Prof. Jessica Price and Prof. Melissa Greipp from Marquette Law School for this wonderful opportunity to focus on a skill that is essential at any stage of your career.

CLE credits will be applied for.

Please RSVP with payment by Friday, March 3 at 5 p.m. using the form below.

The price is \$25 for AWL members and \$30 for non-members.

Registrations after the deadline will be \$30 for members and \$35 for non-members.

Registrations that are made and not kept will be billed.

**IMPORTANT NOTE:** The AWL administrative office will be closed from March 6-10. If you are making a late reservation, please contact Program Director Natalie Remington by phone at 414/277-5443 or via e-mail at [nremingt@quarles.com](mailto:nremingt@quarles.com)

### **MARCH MEETING**

Member Name(s) \_\_\_\_\_ Daytime phone \_\_\_\_\_

Guest Name(s) \_\_\_\_\_ E-mail \_\_\_\_\_

Use additional page for more names if necessary

Please RSVP by Friday, March 3. Pre-registration is necessary. “No shows” will be billed.

Make checks payable and mail to: The Association for Women Lawyers  
c/o 11609 Elmhurst Pkwy  
Wauwatosa, WI 53226

or e-mail to: [danarobb@bizwi.rr.com](mailto:danarobb@bizwi.rr.com) with the number of people attending and their names  
and membership status, then bring your check made payable to AWL to the meeting

or fax to: Dana at 414/778-0607 with the number of people attending and their names  
and membership status, then bring your check made payable to AWL to the meeting

**IMPORTANT NOTE:** The AWL administrative office will be closed from March 6-10. If you are making a late reservation, please contact Program Director Natalie Remington at 414/277-5443 or [nremingt@quarles.com](mailto:nremingt@quarles.com)

# WHAT'S GOING ON

## NCWBA SUMMIT

The Women's Bar Leadership Summit will be held on **Friday, March 3** from 9 a.m. to 5:30 p.m. in Washington, DC. The summit is sponsored by the National Conference of Women's Bar Associations and its theme is "Effective Techniques to Advance Women Lawyers to the Top". Included is the NCWBA/NAWL annual award luncheon with keynote speaker Joan Biskupic. For information, visit [www.ncwba.org/upcoming%20events.html](http://www.ncwba.org/upcoming%20events.html).

## SOLO & SMALL FIRM DISCUSSION GROUP

The Solo & Small Firm Discussion Group invites you to join them on the third Wednesday of every other month. New and old friends are welcome on **Wednesday, March 15**.

Meetings are held at noon at Joan Bartels Farrell's office, 826 N. Plankinton, Suite 600. Please bring your questions, your news and your lunch. The thoughtful discussions straddle a range of topics from procedural issues to practice tips.

Can't come to the March meeting? Note the Wednesday, May 17 meeting on your calendar. Email Beth Eisendrath at [bethmark@execpc.com](mailto:bethmark@execpc.com) to join the email list for information on future gatherings.

## COLLABORATIVE FAMILY LAW TRAINING SESSION

The Collaborative Family Law Council of Wisconsin will host a full-day training program for those who are interested in the practice of collaborative family law. The program will address the basics of the practice and its

application in this state. It will provide an overview of multidisciplinary collaborative practice and skill building for lawyers, mental health professionals and financial specialists.

The program will be held **Friday, March 31** from 8 a.m. to 4:30 p.m. at the Best Western Midway Hotel, 1005 S. Moorland Rd., Brookfield. Cost is \$125 for CFLCW members and \$210 for non-members. The program qualifies for 7.5 CLE credits. For a registration form or more information, visit [www.collabdivorce.com](http://www.collabdivorce.com)

## DIRECTORY OF WOMEN LAWYERS

The National Association of Women Lawyers (NAWL) is preparing to publish the 7<sup>th</sup> Edition of its *National Directory of Women-Owned Law Firms and Women Lawyers*. Published an-

nually, the Directory has become the definitive guide for locating women lawyers and women-owned law firms throughout the U.S. By indexing attorneys by name and by geographic location, it provides a comprehensive and accessible resource for potential clients.

NAWL sends complimentary copies of the Directory to thousands of in-house counsel. It is also distributed at all NAWL meetings, the Annual and Mid-year meetings of the American Bar Association, to regional bar associations and professional organizations. More information about the Directory and NAWL is available at [www.nawl.org](http://www.nawl.org).

*If you have an event to publicize or an item for member news, send your e-mail to [danarobb@bizwi.rr.com](mailto:danarobb@bizwi.rr.com). We will use items as space allows. The deadline for the next issue is March 16.*

# MEMBER PROFILE



## Marti Wronski

By Marianna Moss

Marti Wronski is the General Counsel for the Milwaukee Brewers. She got her law degree from UW-Madison in 1997. Marti started her law career as a young associate at Foley & Lardner, where she spent six years. She left Foley to become

a legal writing professor at Marquette – a job she truly enjoyed. Two years later, she was offered a position as the General Counsel with the Milwaukee Brewers. At the time, the team was going through management changes, and one of the executives called Foley & Lardner for a recommendation for the General Counsel position. After Foley recommended Marti, the Brewers management met with her and liked her. For a little while, Marti taught at Marquette and worked for the Brewers.

As General Counsel, Marti has a variety of duties. She negotiates players' and coaches' contracts, sponsorship contracts, and manages compliance and discipline matters. Additionally, Marti's responsibilities include fan entertainment and legal designs for trademark. Marti loves her job; she enjoys seeing through a complete project,

working with different people, and "creating a cool place for fans and kids." Marti's job also involves constant learning, which she loves. She often finds herself immersed in the issues of internet, software and intellectual property laws. By now, she knows the trademark law like the back of her hand.

Marti feels comfortable being a woman in what is traditionally perceived as a man's job. In fact, she says, some people find it refreshing, although she senses a surprise when meeting people for the first time. She is not sure whether the surprise is attributable to her youth or gender. Either way, Marti takes the surprise in stride; she proves her worth with her skills and does not feel that her gender inhibited or slowed down her accomplishments. On the contrary, Marti finds that being a woman is a strong point, because, although there are many

women in baseball at the business level, there are still few women on the operational level.

Marti's advice for aspiring sports lawyers is simple: do not reach too high too soon. First, acquire the basic legal skill set and knowledge of the law. For instance, Marti feels that having litigated contracts in her law firm days prepared her well for writing them – a task she performs often. She feels that if she had gotten this opportunity right out of law school, she would not have been as effective. Also, it is helpful to get internship experience. Finally, work hard and develop a strong academic record and business ethic.

In addition to being a career woman, Marti is a mom of three boys: Jonah is 3, Luke is

(Continued on page 3)

# Board Member Profile: Kathy Charlton

**What is your current position in AWL?**  
Secretary

**What positions have you held in the past?**

I was previously Secretary for two years, and have been involved in helping to run the Golf Outing since AWL revived it a few years ago.

**What are your goals this year?**

My role as Secretary involves working with our terrific administrator Dana Robb to ensure the continued transition of an informative AWL newsletter, and to take accurate minutes of AWL Board meetings to ensure an accurate recording of the

decisions made by the Board. My goal is to do those tasks well and contribute to the efficiency of the running of the organization as a whole.

**What would you like people to know about this position that they may not know?**

Serving as Secretary is one of the lesser time-consuming roles on the Board, so it is a terrific means to become involved at the Board level.

**What made you decide to join AWL?**

Early in my career, I left a large, corporate firm for a small firm where I needed to build a client base. The networking opportunities presented by

AWL attracted me to the organization.

**What prompted you to serve on the Board?**

The chance to work with some terrific AWL members who were also joining the Board then.

**Why did you choose the position you are in?**

Because the position of Secretary involves several ongoing tasks. It's a bit like being a utility infielder in the organization, which I enjoy.

**What have you found the benefits of Board service to be?**

Serving on the Board has given me the chance to work closely

with some wonderful people whom I might not have otherwise met because our fields of practice do not overlap. It is fascinating and satisfying to be a part of a small group of dynamic women working to make a vital organization run smoothly and progressively.

**Tell us about yourself professionally and personally.**

I am a shareholder with the Milwaukee/Madison firm Hawks Quindel Ehle & Perry, S.C. My practice includes representing individuals in employment and fair housing matters, and family law. I also devote significant time to various pro bono efforts. I am an avid golfer and kayaker.



## Membership Corner

Many of our new members this month are Marquette Law School students who have joined AWL to participate in the mentoring program. We hope to see them at some of our upcoming meetings and events, also. Welcome to:

- ◆ Bethany S. Bennett
- ◆ Carina Garcia
- ◆ Kathleen Goodrich
- ◆ Kristina J. Hanson
- ◆ Anne Jaspers
- ◆ Megan A. Kuehl
- ◆ Melissa Lauritch
- ◆ Emily Lesniak

- ◆ Amanda Miller, Assurant Health
- ◆ Joan Mueller
- ◆ Jennie O'Malley
- ◆ Julie Piper
- ◆ Elizabeth Schmidt
- ◆ Nirali Shah
- ◆ Emily J. Stawicki
- ◆ Natalie Sturicz
- ◆ Amy Watson
- ◆ Julia Zielinski
- ◆ Kristin Johnson

The 2006 Membership Directory has been mailed. If you have not received your copy,

please notify Dana Kader Robb at [danarobb@bizwi.rr.com](mailto:danarobb@bizwi.rr.com) so that she can resend yours.

Additionally, if you have any changes or corrections to your listing, make sure you contact Dana regarding those also. You get the most out of your AWL membership when we know how to reach you correctly!

### Directory Correction

Please note that Anne Wal is a student member, not a practicing attorney as indicated.



## Member Profile, *cont. from p. 2*

2 and Sam is 8 months old. Marti loves spending time with her children and husband and feels that it is important to balance career and family life, which is a constant juggling act. It helps however, she says, to have a saint for a husband who knows that she loves the law.

Marti joined AWL in law school in 1996. She decided to join because AWL was a popular on-campus group for women. Marti's involvement with AWL includes regular attendance at presentations and meetings; she especially enjoys Women Judges' Night. She believes that

AWL is an important organization where women can find needed support.

*If you know an AWL member whose story you think should be told, contact Dana Kader Robb at [danarobb@bizwi.rr.com](mailto:danarobb@bizwi.rr.com) with the details.*

## Law Office Management Assistance

The State Bar of Wisconsin is offering assistance for members who have questions about managing the business aspects of their practices. Nerino Petro, the new Law Office Management Program (LOMAP) Advisor will offer guidance on the use of technology; business and financial planning; and personnel, facilities and operations management.

The LOMAP will establish a forum for members to share information about business management and legal technology issues. They will increase the availability of practice management resources and add links to new service providers on the State Bar's Web page. In the long term, they hope to provide legal software training and face-to-face evaluation services.

For more information, call 800/444-9404 x6012 or email to [npetro@wisbar.org](mailto:npetro@wisbar.org).



# Annual Wine Tasting and Leadership Reception

**Wednesday, April 26  
5:30-7:30 p.m.**

**at the Flying HICCA  
formerly the West End Gallery  
5000 W. Vliet Street, Milwaukee**



Meet and mingle with your current and future state bar leaders while you enjoy refreshments and a sampling of good wine. The wine tasting will take place in an art gallery. View the art while you indulge in a variety of hors d'oeuvres and taste test a series of wines.

While you're relaxing, informally network with state bar leaders and Board of Governors representatives. Learn how you can get involved with the Wisconsin State Bar to influence the future of your profession.

Join us at the Flying HICCA (formerly the West End Gallery) for this popular event! AWL members can attend for only \$10 and new members – those who joined AWL during the 2005-2006 year – pay only \$5. Non-members and guests are invited to join us for \$20 per person. For more information, contact AWL President Elect Deb Krukowski at 414/423-1330 or [dak@kcllegal.com](mailto:dak@kcllegal.com)

Please RSVP by Friday, April 14  
(Note that those who register but do not attend will be billed.)

## WINE TASTING RESERVATION FORM

Member Name(s) \_\_\_\_\_

New Member Name(s) \_\_\_\_\_

Guest Name(s) \_\_\_\_\_

Please RSVP by Friday, April 14. Pre-registration is necessary. "No shows" will be billed.

Make checks payable and mail to: The Association for Women Lawyers  
c/o 11609 Elmhurst Pkwy  
Wauwatosa, WI 53226

or Email to: [danarobb@bizwi.rr.com](mailto:danarobb@bizwi.rr.com) with the number of people attending and their names  
and membership status, then bring your check made payable to AWL to the meeting  
or Fax to: Dana at 414/778-0607 with the number of people attending and their names  
and membership status, then bring your check made payable to AWL to the meeting

# A WORD FROM THE PRESIDENT

As I contemplated my subject for this month's column, I did a quick survey to see what other Presidents wrote in their columns. I found that at least once they wrote about leadership. Lately however, I've been thinking that while effective leadership in any entity (company, firm, organization, government) is crucial, equally important is management!

I have heard so many of you talk about your amazing assistants and that you couldn't live without them. You recognize that they work so hard for you, keeping you organized and sane! No doubt, every one of you feels that you are a great boss. You probably feel that your assistant or staff is so loyal and happy that they will never leave. But, every year, one of your New Year's resolutions is to show more appreciation to your assistant or your staff.

In that vein, I thought I would like to share with you lessons that have I learned from 30 years in management. This doesn't mean that I have all of the answers, nor am I anywhere near a perfect manager. Every day, I am still learning, adapting

and changing. These are the lessons that I've learned the hard way or were taught to me by the excellent managers that I have had. If nothing else, I think they are good reminders to us all.

## My Top Five Lessons Learned in Management

### Lesson 1: Manage by example... and the best example is consistency.

Did you ever have a boss or an employee that was "moody?" That is, you never knew what to expect when you came to work. One day they could be so nice and the next day they are so difficult. Have you ever caught yourself yelling into the phone at the credit card company or opposing counsel, and then wonder why your assistant is on edge all day? The lesson is that you set the tone for your office, and even your family! Everyone has a bad day, but does everyone need to know about it? Your attitude comes from you!

I think of all the lessons, this is the one that is most important to remember in the gray skies of winter. Two things that make

a difference are (1) that glass of wine – or other relaxing moments – at the end of a long day and (2) humor. Sometimes, you just have to look at things from a different perspective and try to find the humor in the situation. There are two ways to react to every problem that faces you. Creative problem-solving literature repeatedly sites that a person is dramatically more effective when her attitude is positive.

A positive attitude and a consistent behavior pattern that keeps your employees motivated are the keys to a great relationship with not only your employees, but your family too.

### Lesson 2: High expectations are okay, as long as they are communicated.

I have been so guilty of delegating and then expect the work to be done the way that I would have done it. As managers, we need to spend the time up front and thoroughly explain the work and the expectations. My best mentors understood that this is the most important lesson. People rise to high expectations, but they need to know what they are.

### Lesson 3: All discussions with employees need to be in private.

No one likes to be embarrassed in front of other people; no matter how slight the infraction that you are discussing with your employee. People take a lot of pride in their work and any negative feedback is really taken to heart. It is only exemplified if you give that feedback in front of other people. In addition, praise your employee to other people. So many managers have the greatest employees, but only communicate (or complain) to others, the one or two times that the employee did not perform at their best. Refer to Lesson 1.

### Lesson 4: When your employees come into your office, stop whatever you are



### doing and listen to them.

No matter what it is they need from you, it is important to them. We are all guilty of multi-tasking every minute of the day. But when it comes to your employees, stop and listen... really listen. Loyalty is built on relationships, not the benefits that your firm or organization offers.

### Lesson 5: Have a heart, especially when it comes to family time and vacation time off.

Surprise them with a card, flowers or time off when they least expect it, especially if you sense they are going through a rough time. Our own lives are so busy and hectic that many times we need to just stop and see what is going on around us.

One of the reasons that I so enjoy serving on the AWL Board of Directors is that I continually learn about management from the other directors on the Board. These women are not only strong leaders, but great managers. They come to Board meetings prepared and enthusiastic. We brainstorm, we laugh and we work hard. I don't always see that on the majority of boards that I serve on. It makes a huge difference in the way an organization runs. Of course, our Administrator, Dana Robb, is an excellent manager and has a lot to do with that as well.

Best Regards,

*Ann M. Devine*



## Honor a Woman of Influence

The Business Journal is seeking nominations for their Women of Influence awards. Perhaps you have a colleague or client who deserves a nomination. They honor women in the following categories:

- ◆ Innovation: Created a new product, offered a new service or given an established enterprise a new twist.
- ◆ Entrepreneurship
- ◆ Nonprofit Leadership
- ◆ Behind the Scenes: A woman who, without a big title or corner office, is a driving force in her employer's success.
- ◆ Mentor

- ◆ Public Policy
- ◆ Inspirational Leader: Inspires through words, attitude and actions.
- ◆ Community Supporter: Devoting time, energy and resources to her community.
- ◆ Family Business
- ◆ Corporate Executive: Not the CEO, but making her mark in a large corporate environment.
- ◆ Start-up: A business that is less than two years old.

The deadline for nominations is April 2006. Forms are available at [www.bizjournals.com/milwaukee/networking/nominations/914](http://www.bizjournals.com/milwaukee/networking/nominations/914).

## BOARD OF DIRECTORS

### ***President***

Ann M. Devine  
Pi Sigma Epsilon, Inc.  
3747 S. Howell Ave.  
Milwaukee, WI 53207  
phone: 414/328-1952  
fax: 414/328-1953  
email: ann.devine@pse.org

### ***President-Elect***

Deborah A. Krukowski  
Krukowski & Costello  
7111 W. Edgerton Ave.  
Milwaukee, WI 53220  
phone: 414/423-1330  
fax: 414/423-8755  
email: dak@kcllegal.com

### ***Secretary***

Katherine L. Charlton  
Hawks Quindel Ehlke & Perry, SC  
P.O. Box 442  
700 W. Michigan, Suite 500  
Milwaukee, WI 53201-0442  
phone: 414/271-8650  
fax: 414/271-8442  
email: kcharlton@hqeplaw.com

### ***Treasurer***

Margo S. Kirchner  
517 E. Wisconsin Ave., Rm 208  
Milwaukee, WI 53202  
phone: 414/297-1585  
email: margo\_kirchner@  
wied.uscourts.gov

### ***Membership***

Catherine R. Grogan  
Quarles & Brady LLP  
411 E. Wisconsin Ave.  
Milwaukee, WI 53202  
phone: 414/277-5627  
fax: 414/978-8826  
email: cgrogan@quarles.com

### ***Director of Professionalism***

Sheila C. Heitzig  
3054 N. 56th St.  
Milwaukee, WI 53210  
phone: 414/873-8584  
email: sheitzig@milwbar.org

### ***Director of Programs***

Natalie Remington  
Quarles & Brady LLP  
411 E. Wisconsin Ave.  
Milwaukee, WI 53202  
phone: 414/277-5443  
fax: 414/978-8718  
email: nremingt@quarles.com

### ***Director of Special Events***

Patricia A. Lauten  
The Schroeder Group, SC  
20800 Swenson Dr., Suite 475  
Waukesha, WI 53186  
phone: 262/798-8220  
fax: 262/798-8232  
email: pal@tsglaw.com

### ***Past President***

Catherine Priebe Hertzberg  
Davis & Kuelthau, SC  
111 E. Kilbourn Ave., Ste 1400  
Milwaukee, WI 53202  
phone: 414/225-1425  
fax: 414/278-3625  
email: chertzberg@  
dkattorneys.com

## HOW TO REACH US:

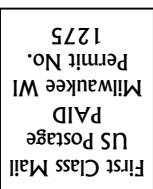
Contact AWL by phone at 414/778-0602 or by e-mail at awlwi@yahoo.com. Visit the AWL website at: www.wisbar.org/bars/awl

Members should submit address changes in writing to our administrator, Dana Kader Robb via fax at 414/778-0607 or e-mail at danarobb@bizwi.rr.com.

If you've changed jobs, won an award, are hosting an event, have committee news or a topic of interest to AWL members, this is your forum. Please submit information to Dana using the above contact details. We reserve the right to edit for length and content. Deadline is the 16th of each month prior to the issue. Newsletters will be in members' hands within the first week of the month.

**WISCONSIN LAWYERS**  
EXPERT ADVISERS. SERVING YOU.

AWL is a not-for-profit corporation



1609 Elmhurst Plwy  
Wauwatosa, WI 53226  
FOR  
ASSOCIATION  
WOMEN LAWYERS

