

True Values Weather Change



*Integrity. Justice. Client Service. Professionalism.
Leadership. Public Service. Independent Judgment.*

WHEN WE PAUSE to look at the soul of our profession, we find at the very center of what we value most certain values standing out in pronounced clarity.

Diversity. Advocacy. Competence. Fidelity to Clients.

Some values stand alone, and others are subsumed in the core values themselves.

In July, your Board of Governors traditionally meets in Prescott, after attending a reception with the Yavapai County Bar Association. We have a longer meeting than usual and try to defer normal business for a month. This year, we devoted ourselves to identifying ways we can ensure that Bar programs focus on our profession's core values.

The Board of Governors is comprised mostly of elected members from all over Arizona; the deans of our law schools are ex officio members. We also have four public members and three at-large members. We have people from an array of experiences, practicing alone, in small firms and large, and in public settings. Women hold many seats on what barely two decades ago was an all-male board, and our diversity is enriched by ethnic minorities. The common bond we share is a devotion to serving the profession and enhancing it. We are your stewards. As your stewards, your Board works hard.

The membership of the Bar is growing rapidly, like the population of Arizona. Technology challenges us, as do changing client

The challenges are even more daunting because the long-term growth in Arizona seems almost limitless. Most of us have watched the changes for at least 10 years, others for a generation, and many for longer. We all know that the profession has changed dramatically. Many wistfully recall better days and forget that much of the change is good. When we pause to catch our breath, we recognize that change is not just a way of life but a growing challenge as the rate of change increases.

This can all seem overwhelming. Fortunately, we can apply a little common sense. If we do, the lessons here are pretty simple. If we focus on the change that has occurred, we are looking in the wrong direction. If we think that change has challenged us too much, we fail to realize that we need to get ready for much more. Our society and profession of the next generation will change still faster and more broadly than they did in the last generation. Finally, change will occur even if we as a profession deny it.

Applying these lessons, how can we as a profession generally and your Bar specifically meet the challenges of change? Maybe we can take those values we hold most dear and seize opportunities to enhance those values, not merely around change, but within it.

Perhaps we could start by taking time to identify and reflect on our core values—those that we most want to survive and flourish in the challenge of change. Taking this a step further, perhaps we then could ask continually how each of our programs and activities enhance these values. We could set priorities based on those values and challenge those priorities regularly. In addition, we could challenge one another, especially in Bar activities, to devote ourselves to work that enhances our core values. If we do all this, then maybe, despite change or perhaps even because of it, the things that matter the most will remain.

If you would like to share your thoughts about our profession's core values and what you believe we as a Bar should do to enhance them, please write me in care of the Bar or e-mail me at wallwork@azbar.org.

HOW CAN WE GROW MOST EFFICIENTLY AS AN ORGANIZATION? IF WE FOCUS ON THE CHANGE THAT HAS OCCURRED, WE ARE LOOKING IN THE WRONG DIRECTION.

expectations and needs. Similarly, the demands on the Bar are increasing, and the budget grows larger every year. Like the public, lawyers want fair and effective discipline programs. We also want a variety of other services that the Bar provides, so much so that non-dues revenue accounts for half of what the Bar brings in every year.

Yet, how can we grow most efficiently as an organization? How can we ensure that we are providing the services our members want with our limited budget? How can we continue to improve our discipline system, ensuring that it is more effective?



A Publication of the State Bar of Arizona

Editor

TIM EIGO
Tim.Eigo@staff.azbar.org

Art Director

LYNDA PETRIE

Production Coordinator

LESLIE ROSS

**Advertising
Sales Manager**

DREW WILLIAMSON
(602) 340-7230
Drew.Williamson@staff.azbar.org

Editorial Board

MARC LIEBERMAN, *CHAIR*
JEANANN E. BARTELS
ERICA BIANCHI-JONES
FAITH CHEREE KLEPPER
SUSAN KAYLER
MARGARET LABIANCA
JAMES C. MITCHELL
PATRICIA A. NIGRO
PAUL NORMAN
MELANIE V. PATE
LAURA PLIMPTON
ROGER A. SCHWARTZ
HOWARD SUKENIC
JEANNE E. VARNER POWELL
RANDALL WARNER

Addresses

111 W. Monroe, Suite 1800
Phoenix, AZ 85003-1742
(602) 252-4804

320 S. Convent
Tucson, AZ 85701-2215
(520) 623-9944

www.azbar.org

Statements or opinions expressed herein are those of the authors and do not necessarily reflect those of the State Bar of Arizona, its officers, Board of Governors, the Editorial Board, or staff. Although advertising copy is reviewed, no endorsement of any product or service offered by any advertisement is intended or implied by publication. *Arizona Attorney* (ISSN 1040-4090) is published monthly, except bimonthly, July/August, by the State Bar of Arizona, located at 111 West Monroe, Suite 1800, Phoenix, Arizona 85003-1742. Periodicals Postage paid in Phoenix, Arizona, and additional mailing offices. Subscription price: \$50 per year; all members except retired: included in dues; \$5.00 per copy. Copyright 2001 by the State Bar of Arizona. All rights reserved. Any copying of material herein, in whole or in part, and by any means, without written permission, is prohibited. Requests for such permission or any correspondence for *Arizona Attorney* should be sent to *Arizona Attorney*. POSTMASTER: Send address changes to *Arizona Attorney*, 111 West Monroe, Suite 1800, Phoenix, Arizona 85003-1742.

Printed on recycled paper

