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**Issue 178 | October 29**

## **Giving Effective Feedback**

### **Leadership 101: How to Give Effective Feedback**

Leadership skills, including how to give effective feedback, are generally not covered in law school, writes Liam J. Montgomery at [ABA Journal](#). One place where Montgomery did learn how to deliver praise and criticism was in the Navy, where he was a pilot of F-14 Tomcats. After one error-ridden flight, his commanding officer talked with him privately and clearly about every detail—what went wrong, what went right, and how to do better next time. One of the tips Montgomery learned from that experience was "Praise in public, critique in private." What else does Montgomery share that could be applied at a law firm or in bar leadership?

### **Former Temp at State Bar of Texas Charged with Theft of Members' Information**

A former temporary employee in the membership department at the State Bar of Texas has been charged with identity theft involving 12 members' information, according to [ABA Journal](#) and a bar press release. The former worker, who was at the bar between February and April 2019, was arrested earlier this month after an investigation by the bar and the Texas Department of Public Safety. The affected members were notified and provided with access to free identity protection services. The State Bar of Texas says it had strict security measures in place at the time of the incident but has since further tightened access and implemented additional safeguards.

### **Bars in New Jersey Focus on How to Attract Today's New Lawyers**

Now that joining is no longer a given for young lawyers, voluntary bars across the country have been taking a hard look at what it is they do best, and how to better reach people who might not immediately see how relevant bar membership is. For example, the New Jersey State Bar Association has ramped up its online networking and community-building, and the Association of the Federal Bar of New Jersey has been homing in on its role of strengthening relationships between the bench and bar. In an article at [New Jersey Law Journal](#), NJSBA Executive Director Angela Scheck and AFB-NJ President Edward Kole offer some insights on how their bars are adapting to today's membership realities.

### **D.C. Bar Ethics Opinion Clarifies Lawyers' Obligations when Another Lawyer Is Mentally Impaired**

Do attorneys have ethical obligations to clients when another lawyer in their firm or government agency is mentally impaired to the extent that it threatens client interests? The D.C. Bar's Legal Ethics Committee recently issued an opinion that says subordinate lawyers, nonlawyer law-firm employees, and especially partners and other lawyers in a supervisory or managerial role do have certain obligations under several D.C. Rules of Professional Conduct. The opinion defines mental impairment as "a chronic or temporary condition arising out of or related to age, substance abuse, a physical or mental health condition or other circumstance affecting the lawyer." Learn more at [Legal Profession Blog](#).

### **2020 ABA Bar Leadership Institute: Registration Now**

## Open

Registration is now open for the [2020 ABA Bar Leadership Institute](#), to be held March 11-13 at the Chicago Downtown Marriott. Make sure your incoming leaders and chief staff executive attend what some have called "the best thing the ABA does." BLI, the premier event held by the ABA Division for Bar Services and Standing Committee on Bar Activities and Services, is designed to prepare incoming leaders of state, local, and special-focus bars to be courageous and collaborative stewards of their organizations. It covers topics such as governance; the president's role as a leader; the relationship between the president and chief staff executive; and presidential communications?and it also encourages leaders to learn from and build relationships with one another. Don't miss it!



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