



Keeping Tabs

Monthly News from The Young Advocates' Standing Committee

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CHAIR CHAT



BY: YASHODA RANGANATHAN

As advocates, connecting with each other improves the quality of our professional experiences. Collegiality in the courtroom comes easily when we know our peers. It is a goal of the Young Advocates' Standing Committee to connect young advocates wherever they are and this term we are proud to have hosted networking events in Barrie, Kingston, London, Ottawa, Sudbury, Thunder Bay, Calgary and Vancouver.

However, we also recognize that advocates practising

outside of city centers may find it more challenging to connect. If you are an uptown Toronto advocate, join the incoming Chair of the Young Advocates' Standing Committee Daniel Naymark and other members of YASC on May 6 for complimentary morning refreshments at Java Joe's (details are in the newsletter). Get to know your uptown colleagues and tell us how we can better serve young advocates in your area. And for everyone else, we hope to see you at upcoming social events in your city.

Yashoda

The Young Advocates' Standing Committee ("YASC") is a standing committee of The Advocates' Society with a mandate to be a voice for young advocates (advocates who are ten years of call or fewer) within the Society and within the profession. We do this through networking/mentoring events, by publishing articles by and for young advocates, and by raising issues of concern to young advocates as we work with the Society's Board of Directors.



WINE & CHEESE

YASC WINE & CHEESE 2016



SHANNON BEDDOE,
MARTHA MCCARTHY & COMPANY

YASC's annual Wine & Cheese with the Bench is always a popular event, and this year's edition was no exception. On Thursday, April 21, 2016, over one hundred young

advocates from across the city came out to Campbell House to quaff fine wines and connect with members of the judiciary in a relaxed yet lively setting. The evening was a roaring success. Upstairs, attendees braved soaring temperatures to sip delicious varietals from Portugal, Switzerland and Greece and to share laughs with old friends and new acquaintances. Downstairs, guests enjoyed some reprieve from the heat while tasting delightful and unusual wines from Slovenia, Austria, Hungary and Croatia, and jostling for the best position to scoop hors d'oeuvres as they came out of the kitchen. Throughout historic Campbell House, young advocates and members of the judiciary alike appeared to thoroughly enjoy the

opportunity to visit with friends and colleagues, make new connections, and enjoy casual and collegial conversations over a glass of wine on a delightful spring evening. Thank you to all those YASC members who helped to organize the event, and thank you to all who attended and made the event such a wonderful one for all. 🍷



30+ Judges mix & mingle with Young Advocates on April 21, 2016



TAS MEDAL

THE ADVOCATES' SOCIETY MEDAL



MEAGHAN R. BOISVERT,
MILLER MAKI LLP

On Thursday April 14, 2016 one of the giants of his generation was honoured with The Advocates' Society Medal for his distinguished contribution not only to the bar but also to the community at large. For almost fifty years, James C. Simmons, Q.C. has quietly toiled in the trenches of Northern Ontario, carving a path of excellence wherever he goes. It was only fitting that 175 of his fellow colleagues, friends and family came to celebrate the achievements of a man who has helped craft the largest firm north of Barrie. The reception took

place in the distinct Vale Cavern, fitting for the occasion as, much like our honoured recipient, its location atop the Canadian Shield bedrock is the epitome of not only Sudbury, but of Northern Ontario as a whole.

The Master of Ceremonies for the evening was the ever gregarious Harold Cares, who provided some less serious anecdotes about Mr. Simmons' storied career. The audience, which included members of the local judiciary, the Treasurer of the Law Society, Janet Minor, Law Society Benchers, and members of The Advocates' Society's Board of Directors, were regaled with the many accomplishments of Mr. Simmons. Speakers during the dinner included The Honourable Robbie Gordon, Regional Senior Justice for the North-East Region, long-time colleague P. Berk Keaney and a fellow litigator Geoffrey Larmer. A common theme emerged throughout the course of the evening, which was that James C. Simmons' tireless work ethic, flair for advocacy and ever courteous demeanour form the perfect trifecta

for a successful litigator.

From your colleagues in the north and beyond, congratulations once again to Mr. James C. Simmons, Q.C., the 2016 recipient of The Advocates' Society Medal. ▀



Coffee Connection for Uptown Lawyers

**Friday, May 6, 8:00 - 10:00am @ Java Joe's
25 Sheppard Avenue West, North York, ON**

The Young Advocates' Standing Committee (YASC) invites you to meet and mingle with other young advocates at Java Joe's. Grab a free coffee and light refreshments and get to know fellow young advocates practising uptown before you start your day. Meet YASC's chair and let us know how we can better serve young advocates in uptown Toronto.

GIVING: A RADICAL NEW ETHOS FOR SUCCEEDING IN THE PRACTICE OF LAW?



DENISA MERTIRI,
BARRISTER & SOLICITOR

Our clients have long recognized that to receive the benefits of someone’s business they must provide tangible value *before* a transaction actually occurs. This strategy is grounded in the basic marketing principle that no one likes to be sold to but everyone loves to buy, and from our basic desire to believe that our decisions are the result of our ideas. As such, to respond to today’s technologies of connection, our clients fight the pressures of competition by providing crucial business information for free over Twitter, blogs, podcasts, apps and so on to a customer base that may never in fact buy their products or services.

In today’s competitive legal environment where many firms can effectively represent any given client, the firm’s internal capabilities are unlikely to continue to, in themselves, set them apart. Though law firm’s business development models have begun to employ some of our clients’ marketing know-how, they are also still very much oriented towards providing value to other lawyers. The idea of giving value in a way that is unconcerned about receiving anything in return is particularly not intuitive to the budding legal professional, yet this way of thinking about the practice of law has repercussions for the continuing viability of our practices. So how can the business of lawyering respond to the needs of today’s legal market? Some clues can be gleaned from the business literature and

discussions with successful lawyers at a recent Advocates’ Society Mentoring Dinner on “Building Trusted Client Relationships”.

A recent and very important book called *Give and Take: A Revolutionary Approach to Success* by the organizational psychologist and Wharton School of the University of Pennsylvania professor Adam Grant outlines a pretty counterintuitive strategy for professional success. The author categorizes professionals into three reciprocity styles, givers, takers and matchers, in order to analyze the effects of each reciprocity style on individuals’ professional success. Following 10 years of studies on this topic, the author comes to an unusual conclusion about which style is most likely to engender such success.

Grant defines *givers* as those who help others without considering the personal costs of so doing, simply out of a desire to see others better off. By contrast, *takers*, the author notes, are happy to receive (and perhaps may even feel entitled to) the goodwill of others but feel no need to reciprocate. Lastly, *matchers* (most of us) are people who engage in tit-for-tat exchanges of resources with others out of a fear that they will be taken advantage of as well as out of a sense of obligation to reciprocate when they are eventually the beneficiaries of others’ generosity.

The book reaches a pretty unexpected conclusion on the success of each style. Grant indicates that, while the least successful people in their professions are in fact givers, some givers are also the *most* successful people in their professions as compared to takers and matchers, who fall somewhere in the middle. The difference in the success of these two groups of givers, the author suggests, does not lie in their giving without an expectation of receiving, but in discerning when they are being taken advantage of by others and deciding to act like matchers in those relationships.

But how do the lessons from this book apply to the legal profession? At the

recent Advocates’ Society Mentoring Dinner, accomplished members of the Bar recounted many stories of unexpected sources of success with clients that were attributable to an ethos of giving without an expectation of receiving, even when this meant taking a professional risk. Sometimes it was a young associate offering to help colleagues meet a challenging deadline, a senior lawyer who connected an unemployed young lawyer to their network, or a partner who actively mentored a junior at expertly handling a client that they held near and dear on an important file. In each case, the lawyer recounted that the professional risk that was taken out of a desire to advance the wellbeing of others was the unexpected source of later work when the beneficiary, as often happens, became settled and successful while working as a client or at one.

These lawyers also think tirelessly about how to provide value to clients even when a retainer is not in sight. They make presentations at a client’s offices or industry conferences to provide updates on the law, and what clients, or potential clients, should know. They write for industry publications to help keep their market up-to-date on trends, free of jargon and legalese. In a specific file, these lawyers were also willing to have some skin in the game in their fee arrangements in order to show a commitment to the client’s cause. All in all, such a display of a genuine care and willingness to go above and beyond the call of duty for the wellbeing of others inspired the clients’ loyalty over the long run.

Your mother always told you to be nice to others when you were growing up. Now there is proof in the research and in the experiences of successful legal professionals that doing so is imperative to your professional success. It is time to follow these examples and to shed the old paradigm of being a legal professional that encourages you to advance from being a cubicle baby shark to a corner office senior shark—be a giver instead. ■

INTERVIEW

COURTNEY KACHUR,
Rose LLP
Calgary



Q: Why did you become a litigator or advocate?

A: My buddy Kevin Hyde at McQuarrie Hunter LLP probably won't appreciate this answer but I won our first-year moot and that sent me down the litigation path.

Q: Which word do you prefer: litigator or advocate?

A: Lawyer.

Q: What is your year of call?

A: 2009.

Q: What is your greatest fear in practice?

A: Too much to do.

Q: What is your idea of perfect lawyerly happiness?

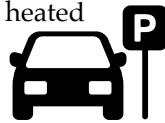
A: Too much to do.

Q: Which living lawyer do you most admire?

A: My Dad, Q.C.

Q: What is your greatest extravagance in your everyday life?

A: Downtown Calgary heated underground parking.



Q: What is your favourite journey?

A: "Don't Stop Believing"

Q: Which words or phrases do you most overuse?

A: Censored: [expletive]
Uncensored: "Of course".

Q: What would you consider your greatest achievement?

A: My son, "Henry Bear".

Q: What is your favourite case?

A: That's confidential.

Q: What do you dislike most about your appearance?

A: Bad eyesight.

Q: Which talent would you most like to have?

A: To be fluent in many languages.

Q: Who or what is the greatest love of your life?

A: My family.

Q: What is your favourite drink?

A: Bubbly.

Q: From whom have you learned the most about the practice of law?

A: My incredible colleagues over the years, from law school to Rose LLP.

Q: If you weren't a lawyer, what would you be?

A: Rested?

Q: What is your most marked characteristic?

A: Drive.

Q: What do you most value in your friends?

A: The fact that they still return my calls.

Q: If you could have one superpower what would it be?

A: Not needing to sleep.



Q: If you were to die and come back as a person or thing, and if you could choose, what would it be?

A: Taylor Swift. Why not?!

Q: What is something that you said today?

A: "Don't put that in your mouth!!"

Q: What is something someone said to you today?

A: "You should call tech support."

Q: What did you overhear today?

A: Toddler going "uh oh! Uh Oh! UH OH!"

Q: What is your favourite legal word?

A: "allegedly" 🐾

Summer Trial Advocacy College

June 9 & 10, 2016, Toronto

Master the art of trial advocacy in this intensive two-day workshop. Click [HERE](#) to reserve your spot today.





Fall Forum 2016

Save The Date!

Register by
August 24, 2016
to save 10%
before HST.

Today's Litigator: How To Survive And Thrive In A Changing Profession

October 21, 2016 & October 22, 2016

The Westin Trillium House, Blue Mountain, 220 Gord Canning Drive, Blue Mountains, ON

Don't be the one who hears about Fall Forum. Be the one who experiences it! Young advocates who are committed to learning, developing a strong peer network and building their practice will be in attendance for the Biennial Fall Forum. This two day program is the only destination conference dedicated to young advocates. The keynote address will be given by The Honourable Justice Thomas Albert Cromwell, *Supreme Court of Canada*. Feedback from the conference is consistently excellent, whether it is about the inspiring panels from the bench and bar, the practical mentoring round tables, the new peer network or the timely takeaways on business development. No matter what your area of practice or the size of your firm, the escape to Fall Forum will do you good.

The Advocates' Society Members: \$499 +HST | Non-Members: \$599+HST | Additional Guest: \$199 +HST

To learn more or to register click [HERE](#)

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Upcoming Events



Practice Perks
(North York)

May 6, 2016



YASC Pub Night
(Toronto)

May 12, 2016



Junior Counsel Forum
(Toronto)

May 13, 2016



Mentoring Dinner:
Time is on Your Side!
(Toronto)

May 16, 2016



YASC Pub Night
(Ottawa)

May 18, 2016