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President's Message

FALL 2016 NEWSLETTER

We are off to a great start this year! All of our committees are chaired, and our members are volunteering to participate in TLAW's mission. I am very grateful for each of you and your commitment to make TLAW an even better organization for our members.

Our Board has met monthly since the June convention, and I am quite pleased with our representation from across Tennessee. We are making plans for this year's activities, including the Empowerment Conference, which is set for March 31, a joint reception with the ABA's Judicial Division also in March, and Food for the Bar in conjunction with the National Conference of Women's Bar Associations in May 2017. We also will hold regional meetings in partnership with Pinnacle Financial. The first breakfast was held October 20 in Murfreesboro. We also will continue to provide high-quality CLE programming for our members. It is an ambitious agenda, and we have an ambitious team who will accomplish it!

I would like to invite each of you to volunteer to serve on a committee. You are welcome any time,

and we encourage your involvement. Volunteering is a means to achieve TLAW's goals, but it also allows you to meet and work with your colleagues across the state, most of whom you likely would not otherwise meet. Please visit [our website here](#) for more information about getting involved.

Autumn is here, and time keeps flying by. Please do not let another day pass without participating in the best women's legal organization in the state.



Fondly yours,
Ramona P. DeSalvo

KBA Voting!

We have two TLAW members who are among six individuals running for three open spots on the Board of Governors for the Knoxville Bar Association—Mary Miller of the Miller Anderson Law Group and Kathryn Ellis of Legal Aid of East Tennessee. Elections are in early December, so if you are a KBA member you can vote in person or, if you cannot be present at the annual meeting, you can vote in advance.

Exercise Your Right to Vote: Women's Suffrage and the Right to Vote

By: Ramona P. DeSalvo

In this election year, millions will cast their ballots for the men and women who will lead our country, whether it be on a national, state, or local level. Most will not think twice about what the right to vote really means. This right is one that many Americans take for granted, never realizing the significant sacrifices made by women to secure the vote.

On August 26, 1920, the Nineteenth Amendment to the U.S. Constitution was ratified, granting women the full right and responsibility of citizenship. The Nineteenth Amendment states, "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex."

The road to suffrage was not an easy one. And it was a long one...

Although efforts to secure women's suffrage started well before the Civil War, the war sidelined women's efforts by turning attention to passage of the Fourteenth and Fifteenth Amendments, granting protection to all "citizens" (defined as men) and the vote to black men. It

"The road to suffrage was not an easy one.

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Every election matters—whether local, state or national. Do not squander the hard-fought victory embodied in the Nineteenth Amendment by sitting home."

was another 50 years before the women's right to vote became law.

By 1890, the National American Woman Suffrage Association (NAWSA) under the leadership of Carrie Chapman Catt changed the earlier argument that "all men and women are created equal" to the argument that "women are inherently different from men and thus would restore moral order and harmony if permitted to vote." NAWSA excluded black women, so black women

created their own group in 1896—the National Association of Colored Women—to advocate for the vote.

After decades of work, an amendment for women's suffrage was passed in Congress in 1919, with Tennessee casting the necessary vote for ratification. It was Representative Harry Burn of Tennessee who changed

his vote to "yes" after receiving a letter from his mother, Febb Burn, urging him to vote for the amendment.

On Women's Equality Day, August 26, 2016, the Suffrage Monument was dedicated in Centennial Park in Nashville, Tennessee.

Recognized in the monument are Anne Dallas Dudley and Frankie Pierce of Nashville, Sue Shelton White of Jackson, Abby Crawford Milton of Chattanooga, and national leader Carrie Chapman Catt. These forward-thinking, powerful women worked diligently for the right that too many of us now take for granted.

If you find yourself wondering if you have time to vote or if your vote will matter, remember these Tennessee women and other suffragettes like Lucy Burns and Alice Paul who were jailed for protesting. Remember Mary Ann Shadd Cary (first woman law student at Howard University but not allowed to graduate because women were denied admission to the D.C. bar), who developed legal arguments for suffrage. Finally, remember Susan B. Anthony and Elizabeth Cady Stanton who, working between 1850 and 1890, eventually started the National American Women Suffrage Association in 1890.

There are many others who worked for you to enjoy the right to vote. Every election matters whether local, state or national. Do not squander the hard-fought victory embodied in the Nineteenth Amendment by sitting home. It is not only a right but a responsibility to your community, state, and country.



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If you need information about where to vote or what will be on your ballot, [visit Go Vote TN](#), an initiative created by Tennessee Secretary of State Tre Hargett.

FASHION FORWARD: Finding your Business Style

By: Karol Lahrman

Let's talk business style!

Classic style with a little something

RUNWAY TREND
Turtlenecks
Camel COAT
WINTER essentials
Loafers
High Calf Boots



We just embraced the 2016 Fall Equinox. Department stores are prepping the sales floor, setting the stage for 2016 Fall fashion on the racks.

Mother Nature dictates what sort of chill will be in the air; but, with the right staples in the closet, you can enjoy the transition and embrace the comfort of light fall to winter with ease just by having a few lighter transitional fabric versions of your fall favorites. This helps you keep the evening chill off but not overheat during the work day. You can do this by simply adding a little leather, wearing darker colors, getting comfortable in your ankle boots, and choosing lighter fabric sweater and jackets.

This fall's motto is "fashion with comfort" with classic skirts and pantsuits, turtlenecks, ruffles, shades of tan, metallic splashes, off-the-shoulder tops, faux fur, classic overcoats, tall boots, low heel classic pumps and flats. If you haven't already done so, I suggest you check out ED by Ellen.

The key this Fall is to freshen up the classic suit or sheath dress is by opting for one in a bright color. I am a big fan of the Amal Clooney style – she is a real trendsetter in the business fashion world. Don't be afraid to layer a turtleneck underneath a thinner fabric blazer, to jazz up a black pant or skirt suit with a crisp white button-down underneath, or to go for a bright color blouse or turtleneck this letting the pop of color to make the simple statement. Mixed patterns are in style, but be aware of your industry where classic is always best.

Boots are a staple, and now is the time to take last year's boots in to have them re-tipped and polished, bringing a fresh

look. If you choose, you can eliminate tights or stockings by styling a mid-calf dress or skirt with knee-high boots. When you stand up, it eliminates any skin, while sitting adds just a peek. Ankle booties are in, but stay with a simple look. Add tights with a classic suit, or try a bright or patterned blouse. If you are big-city street savvy, just wear your coat over your shoulders to add "boss lady" style.

Headed out to an after-hour event from work? You can wear a soft metallic blouse with a suit and easily slip off the jacket for a dressier flair, a black sheath dress with metallic wrap-around belt, or style a classic leather skirt or pant with an appropriate structured blazer. With this look, think tweed fabrics, as it offers a kiss of Chanel style, and allows you to mix with ease.

Enjoy this Fall season by embracing your femininity, and adding little "something" to your style!

Eating Well: Jacqueline B. Dixon

This month's newsletter is full of interesting information about suffrage which happened for all women in the United States in 1920, thanks to the Tennessee legislature ratifying the 19th amendment to the U. S. Constitution on August 18, 1920. Tennessee was the 36th state to ratify the amendment, causing the amendment to become part of the U. S. Constitution. While the suffragists were criticized for not being at home cooking, if they had been, perhaps they would have made fruit crisp. Fruit crisp is a versatile and easy dessert that has been around much longer than our right to vote. It is a baked fruit mixture with a crumb topping. In Great Britain, this dessert is known as "crumble" instead of "crisp."

Fall is my favorite time of the year at the farmer's market and for cooking. We still have the best of summer's bounty, such as cucumbers, summer squash, eggplant, tomatoes, peppers and peaches, along with the beginning of fall favorites like winter squash, pears and apples. The recipe that follows can make use of either summer fruits or berries or fall fruits.

Fruit Crisp

Preheat oven to 350. Butter a 2-3 quart shallow casserole dish or pan.

For the filling--

- 7 cups peeled, sliced fruit
- $\frac{3}{4}$ cup sugar, more or less depending on tartness of fruit
- 1-2 teaspoons corn starch, more for juicier fruit
- 1 teaspoon vanilla

In a large bowl, mix together the filling ingredients. Then pour the mixture into the prepared dish or pan.

For the topping--

- 1 cup all-purpose flour
- 1 cup old-fashioned oats
- $\frac{1}{2}$ cup brown sugar
- $\frac{1}{2}$ teaspoon cinnamon
- $\frac{1}{2}$ teaspoon salt
- 1 stick ($\frac{1}{2}$ cup) cold, unsalted butter cut into pieces



In the same bowl, with your fingers, mix together the topping ingredients until the butter is in very small pieces and uniformly incorporated into the dry ingredients. Evenly distribute the topping over the fruit filling. Bake for 40-45 minutes or until the topping is browned and the fruit is bubbly. This is good served warm either plain or topped with ice cream or whipped cream.

Leftovers are good at room temperature for breakfast the next day. After all, it contains fruit and oatmeal!

THREE REASONS SUCCESSFUL WOMEN FEEL LIKE FAILURES

BY: LESLIE L. BEALE

It's a phenomenon I see all too often – in my clients, my friends, and myself. Women who are bright, hardworking, and successful, but can't shake the feeling they aren't living up to their potential. That they are failing somehow. But why?

Why is it that successful women often consider ourselves failures? Why do we feel like we're always letting someone down? While everyone is different, I believe there are three patterns that drive most of this thinking.

Perfectionism

Don't miss the good in search of the perfect.

It is advice I give myself on a regular basis because I know that my perfectionism is seriously self-defeating. And yet, it is advice that is so hard to follow.

Perfectionism is a thief. It robs us of perspective and it robs us of peace. You may have an outstanding career, a fabulous family, and great friends. But perfectionism tells you that none of it is quite good enough.

The secret is to find the balance between achievement, hard work, doing your best, and the drive to be perfect. Sure, we want to push hard. We want to offer our best to the world. But, when we cross the line into perfectionism, we lose our balance. We slip into judgment and self-criticism. We no longer believe what we have to offer is good enough, and we silently accuse ourselves of not measuring up. And in the end, all we have to show for it is long-term dissatisfaction.

Giving Away Our Own Success

"It wasn't that big of a deal."

"I didn't really do much."

"I had a lot of help."

How many times do you dismiss your own successes and victories, with statements like these? Maybe it is an outgrowth of "good girl syndrome," and we just can't stand to talk about ourselves in a flattering light. Maybe we are afraid we will make others feel badly by acknowledging our own hard work. Whatever the cause, it is a habit we need to break if we are really going to feel successful.

Learning how to graciously receive compliments and praise, and more importantly, learning how to bestow them upon yourself are key to owning your own success. If you are working hard and pushing yourself to ever higher levels of achievement, you are undoubtedly going to have failures. If you belittle your own successes, or fail to recognize them at all, there is nothing on the other side of the scale to balance out those failures. It's as if they become your entire experience.

The next time you have a win, reach a goal, or receive an accolade, take just a minute to celebrate.

Not Knowing What We Want

We have it all, but too often, none of it really brings us joy. Why?

For too many women, it is because we don't know what makes us happy. We get pushed along a path by all the "shoulds" and the things "they" tell us. Before long, we're checking off items on a list in the hopes that the next one will bring us the happiness we're looking for.

The truth is that happiness might lie in investing in one of the items we have long forgotten. Or, it might come through dumping some items on the list altogether. We'll never know unless we get to know ourselves and understand what truly matters to us. Until we do, all the success in the



world will feel hollow and unfulfilling.

So spend some time figuring out what matters to you. What brings you joy? What makes you feel like you're doing meaningful work? What gives you the satisfaction of a job well done?

It is a shame to see smart, hard-working women struggling with a sense that they are failures. We have too much to offer to the world, to our families, and to ourselves to get stuck there. Today, make a promise to yourself that you will work to embrace the success in your own life.

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As a success coach, Leslie L. Beale, JD, helps ambitious women who want to thrive at work and beyond. After spending fifteen years as a lawyer and executive, Leslie founded Profusion Strategies, where she offers individual and group coaching, consulting, and training programs on a variety of topics of importance to working women. To find out more, visit her website at www.ProfusionStrategies.com.

The Mission Trip

by Ramona P. DeSalvo

Bright and early on October 20, 2016, TLAW hosted a “Fall Get Involved Breakfast” meeting in Murfreesboro led by TLAW President Ramona DeSalvo and joined by Pinnacle Bank's Ron Carter. The benefits of TLAW were on display as the attendees shared information about their practices, working in Rutherford County, and work/life balance. Two attorneys each had sets of four-year old twin boys so they had many experiences in common.

The lively discussion was shared by Leslie Ann Collum of the District Attorney General's Office, Christy Sigler, a Certified Child Welfare Law Specialist, Ashley Ledbetter Jackson with a general practice focusing on criminal and family law, Ashely Stearns who practices wills and trusts at Coleman & Stearns, and Whitney Raque (Rocky) whose general practice includes juvenile law, domestic relations, criminal law and being a Rule 31 family law mediator. With such an interesting group, we lingered as the conversation and insight were refreshing.

TLAW Partner [Pinnacle Bank](#) received great reviews for their personalized, professional services. This meeting was the first of a series of "mission trips" Ramona DeSalvo plans across Tennessee to have more face-to-face meetings outside of the larger Tennessee cities. This mission trip netted new friends and new TLAW members with much to offer the organization.

We would like to have additional “Mission Trips” throughout the state. If your firm is willing to host, please contact TLAW President Ramona P. DeSalvo at rdesalvo@desalvonashville.com or 615-600-4741.



Pictured are (L-R) Ashley Jackson, Leslie Ann Collum, Whitney Raque, Christy Sigler, Ashley Stearnes

AFFILIATE AND MEMBER NEWS

East Tennessee Lawyers' Association for Women, Knoxville, TN

- ♦ The East Tennessee Lawyers' Association for Women (ETLAW) is hosting its **Annual Supreme Court Luncheon on Monday, November 7, 2016** at noon at The Foundry in Knoxville, Tennessee. The cost of an individual ticket is \$35, and New Admittees to the Tennessee Bar can attend for only \$15. Tables of 8 are available for \$280 and tables of 10 for \$350. Judges are our Guests.
- ♦ The **Law Women's 12th Annual Chili Cook Off** was held on October 20 in conjunction with the KBA Barrister's Cornhole Tournament. There were some pretty great items up for auction, including Dollywood tickets! All proceeds from the event were donated to the YWCA.
- ♦ **Fight like a girl!** ETLAW had a large team of female and male lawyers, law students, friends, children and significant others who gathered early Saturday morning October 22nd for a bit of exercise and a lot of camaraderie to support those have been affected by breast and other cancers and to help fight the good fight for a cure!
- ♦ On December 14, ETLAW will be having its **Annual YWCA Holiday Toiletry Drive** and Luncheon at The Foundry at noon.



South East Tennessee Lawyers' Association for Women, Chattanooga, TN

- ♦ On July 13, SETLAW held a CLE at the offices of Baker Donelson in Chattanooga. Micheline Johnson of Baker Donelson and Molly Anderson and Clare Healy from Vayner Media presented **"Social Media 101, Thought Leadership and Intellectual Property."**
- ♦ SETLAW held **Pro Bono Night on July 21** at the Bessie Smith Hall. Members joined Legal Aid of East Tennessee to learn more about pro bono opportunities in southeast Tennessee.
- ♦ This year's **Lioness of the Bar event**, which honored **Judge Marie Williams**, was held on August 11 at Debarge Winery in Chattanooga.

MASTERFUL PROFESSIONAL WOMEN: AN UNTAPPED RESOURCE

WHAT'S NEXT?

BY: DOLLY GARLO

Women have *always* worked, hard, whether hunting-gathering or keeping humanity going – two roles they maintain now in addition to professional workplace responsibilities. The history (or her-story) of educated women in professional roles is much shorter. When they reach the masterful point of mid-career and beyond, the path of development gets a little murky, just when as their mastery becomes the most valuable. The professional world would do well to better support that phase of life and career. Members of the women's bar in Tennessee have made a great start.

The Professional Woman's Path: How We Got Where We Are Now

In the U.S., women have held the right to vote for less than 100 years, and overall, women educated in law have only been admitted to the bar for a similar amount of time.ⁱ It wasn't until the 1990's that the number of women lawyers increased dramatically, now comprising about 36% of the profession according to the May 2016 report from the American Bar Association Commission on Women in the Profession. Similar numbers exist for women in other professional roles as well. So, professional women are still racking up their list of firsts.

It's no wonder then, that when contemporary professional women reach mid-career, with only a handful of 'shoulders to stand on,' they are sometimes at a loss to determine what's next *for themselves*. They jump through the hoops of getting into and graduating from college, ditto for professional training, step into their first professional positions and rise to partner/owner level, or step out to build their own practices; while still marrying or finding partners, building families, running households and mentoring their younger colleagues. All these accomplishments have recognized milestones to guide the way – and meeting them consumes all the bandwidth women have.

They reach an "age of mastery" – having been around the block, successful in career, financially secure, facing or reaching empty nests – and all too often have no idea about the opportunities that await them in the territory ahead. In contrast with their male colleagues, professional women have only had 3-4 solid generations of experience to build on – and a lot has transpired in those decades. Stepping into real positions of leadership and influence, and building back in more personal satisfaction at this point, is a mystery yet to be uncovered. Perhaps a bigger problem: popular media would have them believe this is the beginning of the end, an upcoming era of decline. Advances in health care and wellness belie that conclusion.

Having the vantage point of both someone who has navigated that path – in an often blind, self-directed, seat-of-the-pants-fashion – and gained insights through working with professional women seeking to design a new way forward, it is amazing to see what can develop beyond the point of career success. Women lawyers in Tennessee have two distinct advantages to help them move into that next phase of professional and personal growth.

The Tennessee Factor

Innovative recognition by the Tennessee Commission on Continuing Legal Education of professional coaching as valid tool (valuable enough to merit the award of continuing education credit), made the state the first in the nation to offer assistance for these development efforts. The Tennessee Bar Association tasked a Special Committee to study the impacts of a "Glass Ceiling" for women lawyersⁱⁱ; and the Tennessee Lawyers' Association for Women organized the 2016 Empowerment Conference to help its members have greater expectations and see bigger possibilities. Hopefully, that effort will be repeated, improved and expanded into other jurisdictions.

Combined, these initiatives are unique in the United States, and certainly the rest of the world, hence "The Tennessee Factor."

Bar association efforts focus primarily on career, and particularly on the application of legal training and experience to help women advance into traditional roles such as :

- ◇ Advisory, executive or administrative positions within government (e.g., counsel to or service in local, state or federal agency, government office or for a government representative)
- ◇ Running for office for an actual representative government position
- ◇ Policy or ethical review positions related to professional, government or corporate activities impacting the public
- ◇ Chairing or participating on boards or special committees in public or private capacities

MASTERFUL PROFESSIONAL WOMEN (CONT.)

- ◇ Serving as faculty in legal education programs
- ◇ Court administration or even elected or appointed judicial positions

A great number of professional women wonder if such traditional paths are available to them, or even if that is what they want for their next phase of life and career. Having already set aside so much of their own lives to reach the point of career “success,” they may also want to explore significance, leadership, influence and impact in other arenas.

Expanding the Focus

Professional membership associations for women in all professions as yet focus primarily on helping younger members (1) learn the business of professional practice, and (2) find ways to balance work and family, since the work of raising children is still largely unsupported as a valuable economic contribution in both society and the business world. When it comes to more senior, accomplished members, associations may organize ways for them to mentor younger members working through the first two scenarios. Support for their own continued personal and professional evolution is still only in the early stages of development.

Without knowing the vast realm of alternative ways to use their knowledge, expertise and leadership capacity – or how to find them – accomplished mid-career professional women often feel they are looking at the great unknown.ⁱⁱⁱ That unknown may keep them from pursuing the even greater contributions and experiencing the commensurate personal satisfaction available to anyone who has climbed the ladder this far. ‘Fear of the unknown’ can be paralyzing, demoralizing and depressing. Mid-career women can feel invisible as they move into the later phases of their careers and their vast array of talents and capabilities sometimes go unnoticed and unacknowledged.

Fear, decision angst and even choice paralysis can seriously waste both precious time and potential. As the saying goes “time flies whether you’re having fun or not.” So, it helps to have a roadmap to make the journey into that unknown new territory ahead. Let’s consider some effective steps to more quickly create that map, addressing life, work, leadership and legacy – the real “stuff” of this newly beginning era.

Redesigning a Masterful Life

A more comprehensive approach is needed to make the trip exciting, keep accomplished women engaged and avoid burnout. There are a lot of directions they could go, stay engaged and contribute. There is value in an approach that takes a “full life” view – since it is well recognized that life doesn’t remain outside the office door, just as professional work quite regularly comes home. It all operates best when it works together. Here are five steps to help consider it all.

Develop: A good place to start is putting this mid-career phase of life in context with a bigger picture. That includes recognizing that change is a process, not an event. Part of that process should include taking an inventory of skills, areas of intelligence, communication styles and the personal qualities, preferences and current interest – all of which may be quite different now. Likewise, it is important to determine economic and leadership capacities – which are significant and too often unrecognized even by highly accomplished women.

Discover: To move forward, one must determine not only what to include, but what to release – and how. Building on an existing career within the same environment requires that some attention to succession planning. How will someone else step into what you are doing now? Addressing that is a personal benefit, as well as to clients, the firm and the person assuming your position. It also makes the move a cooperative effort that prevents burning important bridges.

A next move might be in an entirely new direction from a current practice area, outside a traditional professional role altogether, into consulting or another form of entrepreneurship or into executive or judicial government service. That move requires exit-planning. Retirement considerations come into play – but they are primarily a financial construct – one still has to retire *to* something. Professionals called to service tend to prefer something productive and constructive, meaningful, and that makes a difference. Identifying one’s purpose and values creates a solid foundation that will support moving through the change process.

Design: Building on that foundation is most effective if it incorporates a “full life” design. Ideally, this includes identifying both what’s *important to you*, and what’s *important for you to accomplish* at this point. Research tells us there are eight key elements that make up true life satisfaction, so the ideal design would address: Health, Finances and Estate, Family, Personal Development, Friends, Leisure, Contribution and Vocation.

Continued...

MASTERFUL PROFESSIONAL WOMEN (CONT.)

Demonstrate: Armed with that clarity, it's a matter of taking steps in a new direction. Having ideas is the easy part of change. If creating the life design of your dreams was easy, everyone would do it. Having a strategy and the right skills makes the effort efficient and attainable. That includes methodically sharing the unique brilliance that is your current set of skills, talents, interests, expertise and experience, and then gathering the resources you need to get where want to go. Usually, this is best accomplished by building a network of people who can give you the information and advice you need (who are more than happy to do so if approached properly). It also helps to master the creative process – a shift from the problem-solving orientation emphasized in most professions – since this effort is actually creating a new reality, a work of art in your own life.

True Life Satisfaction: Key Considerations



Health

New issues arise in the 4th, 5th and 6th decades even among the healthiest adults. Attending to weight, fitness, nutrition, hormonal balance, emotional concerns, medical and dental screenings paves the way for several more decades of active living. This is the best place to start.



Finances and Estate

Professionals make good salaries, but more important is what you keep and how it's invested. Perhaps it's time to learn more about your portfolio and future cash flow needs, adjust for any long term family support, review and update your estate plan, communicate that with maturing children and focus on aging parents. Perhaps you need to hire or work more closely with the right financial planner, estate, tax or another advisor.



Family

Here, consider how best to interact with immediate and extended family, and people who are 'like-family.' Facing an empty nest or trying to successfully launch one? Want more time with grandchildren or elders? Anticipate serving in a caregiving role for aging family members? These all deserve planning consideration.



Personal Development

Remember when you actually took time just for you and engaged in pursuits just for enjoyment? You may want to pursue the ones you set aside or explore new ones – learn a language, take a class or teach something. Perhaps it's time to deepen a spiritual practice or join a mastermind group in a subject area of interest.



Friends

How about spending time with friends – outside of your professional or business circles? Girlfriends have been important at prior stages of education and career, and may be even more important going forward. Primary relationships change. Divorce happens. Women with husbands tend to outlive them, on average by 15 years. Only

MASTERFUL PROFESSIONAL WOMEN (CONT.)

Dance: Putting all that together allows the move into an exceptional new future. To make it a dance entails two things: (1) dealing with the resistance, blocks and challenges that typically create roadblocks, and developing ways to overcome them *when*, not *if*, they show up, and (2) keeping yourself energized along the way. Because, let's face, this *is* change we're talking about, not magic.

Challenges to the process are inevitable. They will show up in various forms: naysayers, negative or fear-based thinking, confusion, overwhelm, indecision and especially self-questioning. It is crucial to know the form of 'gremlins' that you'll get to dance with (and learn from!), and to find effective ways to deal with them. Whatever form, they are good at stopping progress dead in its tracks.

To keep moving forward on a new course, especially with significant life and career changes, takes energy. Peak performance techniques help. Neuroscience tells us that incorporating empowerment practices to re-energize efforts, and using them regularly can create both the mindset and the actual physiology needed to go far beyond where you initially think you can go.

Pioneers In Yet-To-Be-Defined Territories

Professional women who move forward at this stage are simply reinventing their roles as pioneer, maverick, explorer, and innovator that got them to this accomplished point of mastery. Even with that capacity, many new unknowns to sort through and a lack of familiarity can be confused with inability. It is helpful to have a guide who can provide a sounding board, insightful feedback, advice

Key Considerations (cont.)

one-third of women over 65 have spouses or partners. The company of friends becomes more and more important. Perhaps you want to meet new people, be more involved with community groups, or simply spend time with existing friends you have rediscovered on social media or see too rarely.

Leisure

This is what we do when not working, and is crucial for mental and emotional health. It includes things on your life list.^{iv} Maybe this is about pursuing art or music, or a new hobby or sport; maybe it's time to learn to dance or sail, travel or enjoy nature more. This includes considering how you live – maybe moving to a new place, or downsizing to a residence with less maintenance to free up time to enjoy more of your life.

Contribution

Choosing a professional path may have originally filled a desire to make a contribution, and it's time for different involvements now using your time, interests, money or other resources. Perhaps it includes engaging in more philanthropic pursuits, to volunteer, or community service with organizations whose mission you want to support – or even starting your own nonprofit or foundation. Places and ways to give back are truly endless and you have even more to give at this stage of life. This is the time to choose what you want your legacy to be,^v or expand contributions through your estate plan.

Vocation

Work involvement will likely continue in some form for many decades. What would be more interesting and fulfilling now? Something with more responsibility, greater leadership opportunities, or less formal, more on your own terms? Work fulfills important purposes beyond remuneration: a sense of purpose; a means of time management, structure and organization; a form of socialization; and sense of status, not for ego but for identity and inclusion in community. Many options exist to sort through.

MASTERFUL PROFESSIONAL WOMEN (CONT.)

and referrals to additional resources, along with the support of a community of like-minded others. Especially key is the mirror of accountability, a factor that can accelerate the process and help you get further than you might otherwise go.

Hopefully this guide will get you started. Having a clear plan can make a big difference in how quickly and easily you get to your new destination... and how much you enjoy the journey.



Dolly Garlo, RN, JD, PCC-BCC earned the title “Mid-Career Transition Expert” after developing a reinvention model to make the process smooth and thorough based on her own and clients’ longing for greater fulfillment at that mid-career turning point. A critical care nurse, she transitioned into law, then built and sold a successful health law practice after a series of personal epiphanies caused her to move in a new direction. Now, an Educator, Author, Professional Coach and Mentor in the areas of Business, Leadership, Legacy *and* Life, Dolly is also engaged as a Health Advocate & Environmental Activist, Philanthropist and Champion for Women’s Leadership. She is the creator of “MASTERFUL LIFE Redesign” program.

More at www.DollyGarlo.com, where you can take the New Directions Quiz and assess your situation.

Special editing and contribution thanks to Linda Warren Seely, Esq., Director, Dispute Resolution Section of the ABA and TLAW Past President.

ⁱFor an excellent history see: Bowman, Cynthia Grant, " Women in the Legal Profession from the 1920s to the 1970s: What Can We Learn From Their Experience About Law and Social Change?" (2009). *Cornell Law Faculty Publications*. Paper 12. <http://scholarship.law.cornell.edu/facpub/12>

ⁱⁱRead more online here: <http://www.tlaw.org/page-1453812>

ⁱⁱⁱThis isn’t actually new. It occurs for lawyers coming out of school and early in career, as well, prompting a volume of books about career options, for both financial and personal lifestyle reasons. Originally written in 1997, a groundbreaking book by a woman lawyer initially asked and answered the career question: What Can You Do With a Law Degree?: A Lawyers' Guide to Career Alternatives Inside, Outside & Around the Law, Deborah Arron, Lawyer Avenue Press; 5th edition (September 2003). (This author co-wrote Appendix 5 in the book: “Opportunities for Transforming Your Practice” to help showcase ways of approaching law practice beyond traditional models.) Navigating that path through a book alone, however, as the online reader reviews suggest, is often not enough.

^{iv}A more optimistic and life-affirming term than “Bucket List.” Making one is a good starting point; then add to it regularly.

^vI offer my definition of legacy creation: “a conscious and meaningful contribution of your authentic gifts, talents and resources, that adds value in a lasting way.” It is truly a pursuit that is available to anyone of any means who chooses to consciously approach it. This was reinforced by Probate Court appointments to represent unknown heirs in intestate succession cases, where I discovered even decedents with so little property they didn’t bother to leave a will were remembered for contributions far more significant than their physical assets.

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TLAW was founded on July 7, 1989, in Nashville, Tennessee. TLAW is a statewide women's bar association whose efforts have dramatically increased the number of women on the bench and in other legal positions.

Membership is open to any person who is a member in good standing of a State or Federal Bar of the United States. Any person supporting the purposes of TLAW, any student, and any law graduate awaiting admission may be a member.

TLAW's purposes include:

- Achieving the full participation of women lawyers in the rights, privileges and benefits of the legal profession.
- Increasing the number of women serving on the bench.
- Providing opportunities for mutual support and fellowship.
- Supporting the status and progress of women in society.
- Providing a source for continuing legal education.

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