

# Tomorrow's Success Starts With You

2023 VIRGINIA ALA  
STATEWIDE RETREAT  
**MEMBER  
BROCHURE**  
March 3-4, 2023  
#ALAVARETREAT



**Virginia**  
Statewide Retreat

**THE  
MAIN**

**HILTON NORFOLK  
THE MAIN**

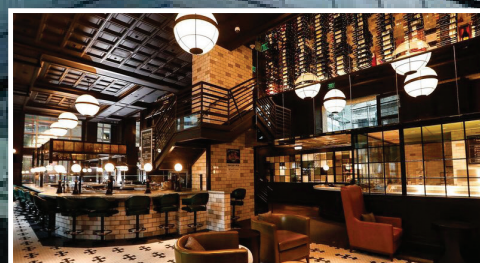
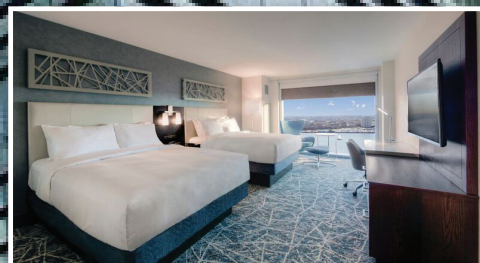
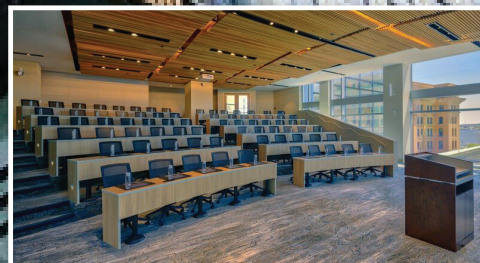
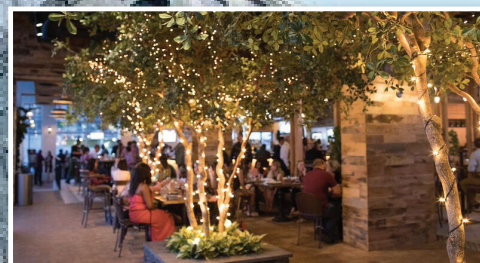
100 E. Main Street  
Norfolk, VA 23510



# JOIN US AT HILTON THE MAIN FOR THE 2023 RETREAT

- Beautiful waterfront property
- Three excellent onsite restaurants
- 50 shops & restaurants in walking distance
- Rooftop beer garden & lounge with fire pits, billiards & darts
- All Retreat events & meals on one floor
- State-of-the-art tiered classroom for educational purposes
- Rooms with spectacular water views
- Indoor pool & 24 hour fitness center
- \$159 room rate (good through February 1, 2023 ). [Use this link](#) to reserve your room for Friday, March 3 and Saturday, March 4. Use Group Code: ALA

**What are you waiting for?  
REGISTER TODAY!**



## TESTIMONIALS FROM 2022 RETREAT ATTENDEES



*“The 2022 ALA Statewide Retreat was a great time, especially as someone new in the world of legal workplaces. I had an opportunity to learn from other legal professionals in both the private and public sector, and network with people outside of the Hampton Roads region who I wouldn’t have ordinarily met. Everyone seemed to have fun and build lasting connections. I would definitely recommend the experience to anyone else new to ALA!”*

*—Nia Yasmeen Tariq, Hampton Roads Chapter*

*“I look forward to the Virginia ALA Statewide Retreat every year! The speakers are always topnotch and present on such timely and relevant topics. The retreat also provides a great opportunity to network with other firm administrators and business partners. The committee that organizes the retreat clearly attends to every detail to make it such a productive and enjoyable event!”*

*—Debbie DeVito, Northern Virginia Chapter*



*“I came for the food but stayed for the fun! The Virginia ALA Statewide Retreat is one of my favorite events of the year. As Legal Administrators, we don’t get many opportunities to connect with our peers and the Retreat is the perfect event to make that happen. Getting to talk, laugh and commiserate with fellow ALA members helps you recognize that you are part of an organization that wants to see you succeed. The programs and speakers are outstanding, and I always walk away having learned something new. I also appreciate the opportunity to connect with our business partners and learn what’s new on the market. The whole atmosphere is like a family reunion, and I can’t wait to meet my distant “crazy cousin” at the 2023 Retreat!”*

*—Abigail Davis-Hess, CLM, Richmond Chapter*



*“The 2022 Virginia ALA Statewide Retreat was my first ALA retreat in several years. The event was well organized and provided great networking opportunities. The educational sessions delivered were well thought-out and provided helpful information for small, mid-size and large firms. The Retreat Committee did an excellent job organizing the event. I look forward to attending the Virginia ALA Statewide Retreat in Norfolk in 2023.”*

*—Kelly Stimart, Western VA and Richmond Chapters*



# TENTATIVE SCHEDULE OF EVENTS

## *Friday, March 3, 2023*

- |                   |  |
|-------------------|--|
| 10:30 – 3:00 p.m. | ALA Check-in                             |
| 11:00 – 3:00 p.m. | Exhibitor Setup                          |
| 12:45 – 1:45 p.m. | Member Idea Exchange                     |
| 1:45 – 3:45 p.m.  | Afternoon Break                          |
| 2:00 – 3:00 p.m.  | Education Session I                      |
| 3:00 – 3:30 p.m.  | New Member Orientation<br>BP Orientation |
| 3:30 – 4:30 p.m.  | Education Session II                     |
| 5:00 – 7:00 p.m.  | Cocktail Reception in Exhibit Hall       |
| 7:15 – 8:30 p.m.  | Dinner, Dessert, and Open Bar            |
| 8:30 – 11:00 p.m. | After-dinner Party                       |



## *Saturday, March 4, 2023*

- |                    |  |
|--------------------|--|
| 8:00 – 9:00 a.m.   | Networking Breakfast Buffet                  |
| 9:15 – 11:15 a.m.  | Exhibit Hall                                 |
| 11:00 – 11:30 a.m. | Morning Break                                |
| 11:30 – 1:00 p.m.  | Education Session III<br>Exhibitor Breakdown |
| 1:00 p.m.          | Conclusion                                   |



## EDUCATIONAL SESSIONS

### ***SESSION I—Run, Hide, Fight – Plan to Survive An Active Threat***

Presented by: **Sheriff Joe Baron**, Norfolk Police Department

You are sitting at your desk and gunfire erupts creating panic and chaos. What do you do? Should you run? Should you hide? It may just come down to getting into the right mindset and planning your next steps that may just save your life. Around the country and right here in Virginia, mass shootings or active shootings seem to be the new norm. These events are seared into our minds, raising anxiety, and a question: what if that happens here? In this session, Sheriff Joe Baron of the Norfolk Police Department in Norfolk, VA will:

- Discuss the difference between mass shootings vs. active threats and how data informs us
- Explain “Run, Hide, Fight” and the importance of planning ahead
- Discuss recognizing potential workplace violence



### ***SESSION II—Stop Welcoming Distractions!***

Presented by: **Sarah Tetlow**, Firm Focus LLC



Time is your most valuable resource. Does this sound familiar? You are a busy legal professional with more things to do in a day than you can possibly keep up with. You arrive at work with the best of intentions on what you will accomplish, but before you know it, it is the afternoon, and your to do list somehow has grown instead of diminished. These unseemly small distractions add up leaving you frustrated, feeling unaccomplished, and behind in work. How can you stop welcoming them? Sarah Tetlow, CEO and Founder of Firm Focus LLC in San Francisco, CA, will help you to identify and stop the various distractions and interruptions that arise throughout your workday. In this session, Sarah will:

- Discuss breaking down a project into bite-size and manageable tasks
- Examine and understand the true cost of multitasking and apply strategies to stop
- Design and successfully communicate your workload in an accepting way



### ***SESSION III—You Belong Here: Overcome Imposter Syndrome and Claim Your Seat at the Table***

Presented by: **Debbie Foster**, Affinity Consulting Group

Too many highly qualified leaders allow self-doubt and negative thinking to disadvantage them in the workplace, despite histories of impressive accomplishments. In this validating and affirming session, Debbie Foster, managing partner of Affinity Consulting Group in Seminole, FL will describe how current and aspiring legal professionals can overcome the harmful negative thought patterns holding them back, own their successes, and finally claim their seats at the decision-making table. In this session, Debbie will also:

- Define “Imposter Syndrome” and the thoughts, feelings, behaviors, and expectations that drive it
- Explore the behaviors, beliefs, feelings, and triggers of Imposter Syndrome
- Discuss empowering tools, skills and best practices to help others deal with limiting beliefs and self-doubt

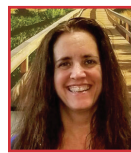


## RETREAT COMMITTEE



**Michael Keatts**

*Richmond*  
Bowman and Brooke LLP  
804.819.1135  
michael.keatts@bowmanandbrooke.com



**Kim Pici**

*Hampton Roads*  
Inman & Strickler, PLC  
757.486.7055  
kimp@inmanstrickler.com



**Amanda Moellendick**

*Northern Virginia*  
BrigliaHundley, PC  
703.883.0880  
amoellendick@brigliahundley.com



**Rob Sadler**

*Hampton Roads*  
Hofheimer Family Law Firm  
757.793.2009  
rsadler@hoflaw.com



**Megan Phelan, SPHR, SHRM-SCP**

*Northern Virginia*  
Cook, Craig & Francuzenko, PLLC  
703.865.7480  
megan@cookcraig.com



**Ben Sotelo**

*Northern Virginia*  
Vaughan, Fincher & Sotelo, PC  
703.506.1810  
bsotelo@vfspc.com

## REGISTRATION INFORMATION

**Deadline to Register — FEBRUARY 1, 2023**

**Registration for VIRGINIA ALA Members — FREE**

**Registration for Non-Virginia ALA Members — \$100**

**Guest Fee — \$70 Friday & Saturday Meals**

**(\$50 Fri Dinner Only; \$20 Sat Breakfast Only)**

### **Registration includes:**

- Friday & Saturday educational sessions (3 total)
- Friday cocktail reception, dinner & entertainment (guest fee \$50)
- Saturday breakfast (guest fee \$20)
- Saturday Business Partner Exhibit Hall
- Inclusion in Business Partner Prize Drawings

### **PAYMENT:**

Payment for registration or guest fees can be made by credit card online by clicking the link below. Payment can also be made by check. Please make check payable to VA ALA Statewide Retreat and mail to Kim Pici, Inman & Strickler, PLC, 575 Lynnhaven Parkway, Suite 200, Virginia Beach, VA 23452.

### **ACCOMMODATION INFO FOR HAMPTON ROADS & RICHMOND MEMBERS:**

After registering at the link below, Hampton Roads members should contact Kim Pici for room reservations, and Richmond members should contact Michael Keatts. Discounted rooms are available for Thursday, Friday, and Saturday evenings.

**\*\*\*REGISTER ONLINE HERE\*\*\***  
[www.hrala.com/retreat/member](http://www.hrala.com/retreat/member)