

OLAP
Understands
lawyers



OLAP
reaches out
to lawyers

www.olap.ca

LAWYERS HELPING LAWYERS SINCE 1978

The **Ontario Lawyers' Assistance Program** is a registered charity and provides assistance at no cost to members of the legal profession in Ontario. **OLAP** assists lawyers, judges, law students and/or their immediate families with issues including addictions, mental health, career challenges, health and well being.

Network

OLAP's Online Volunteer Newsletter
March, 2011, Twenty-seventh Edition

To All of Our Volunteers:

It is a new year and there are changes afoot at OLAP. You may have seen the ad in the Ontario Reports for an Executive Director for OLAP. The Board has approved hiring a full time Executive Director and the process is underway to interview and appoint someone to this position. This means that Leota will step down from the role of Program Manager, but continue on a part time basis to provide counseling to clients and clinical support for Case Managers. John's role will change to Volunteer Director Peer Support and Liaison. John will continue to be a spokesperson for OLAP by doing presentations across the province and writing articles for legal publications. Judy Grout is now with us full time as Manager of Volunteer Services and Counselling. This will increase contact with volunteers and offer more training opportunities. The Case Managers provide front line support to callers.

The infrastructure for OLAP is well established. Board members (Executive Committee) paid a visit to our offices in November 2010 to understand, first hand, what a day in the life of OLAP looks like. We assisted 1370 lawyers, judges and family members in 2010. This is in addition to over 3,500 lawyers who attended events where OLAP provided information.

The group programs continue to provide support for lawyers and we hope to expand the groups. The 12 Step Groups are facilitated by volunteers and the Lawyers' Group is co facilitated by an OLAP Case Manager and peer volunteer. True to the roots of lawyer assistance programs, our volunteers are essential to the process. The new Women's 12 Step Group, The Portia Group, which started on Feb. 24th, also speaks to the power of peer support. See more details in this newsletter.

We look forward to OLAP's continued development as we respond to the needs of lawyers in Ontario. You are an essential contact point for lawyers and we welcome your suggestions and ideas.

John Starzynski

Volunteer Director Liaison and Support Services

Leota Embleton

Program Manager

Inside...

Upcoming Events ~

New Initiative

Past Events

Working Within the Legal
Community

OLAP Staff Activity

Volunteer Activity

Ongoing Events

Changes

Recent Articles
/Publications

Community Resources



**Ontario Lawyers'
Assistance Program**
5025 Orbitor Drive
Building 2, Suite 220
Mississauga, ON
L4W 4Y5
www.olap.ca

UPCOMING EVENTS

Women's Work and Wellness Luncheon ~Thursday, March 24th, 2011



Our upcoming luncheon presenter is **Cheryl Williams** who will speak about "**Dealing With Difficult People**". Cheryl is a lawyer practicing family law with the firm of McGee As lawyers, we come across difficult clients, opposing counsel and, at times, challenging colleagues. Cheryl will be sharing a useful structure (through the work of Bill Eddy) for understanding different types of difficult people and some effective management strategies that can assist you in your day to day work. You will learn:

- **How to identify the different categories of difficult people**
- **Effective Tips for dealing with different characteristics**

This will be a dynamic discussion filled with real examples showcasing the skills and strategies available to all of us. Don't miss this important presentation. It will be of special interest to family lawyers who often have double difficulty--complex clients and demands of opposing counsel. These strategies can be applied to our personal and family relationships too! To register, please, contact Jill Keaney at j.keaney@olap.ca

TAKE SOME TIME FOR YOURSELF ~ MEET OTHER WOMEN LAWYERS ~ SHARE IDEAS AND STRATEGIES

At this session, there will be a draw for Bill Eddy's book, "High Conflict People in Legal Disputes"*

NEW INITIATIVE

The Portia Group OLAP is pleased to be able to announce the first meeting of The Portia Group, a 12 Step Program for Women Lawyers.

12 Step Group for Women Lawyers

established by

The Ontario Lawyers' Assistance Program

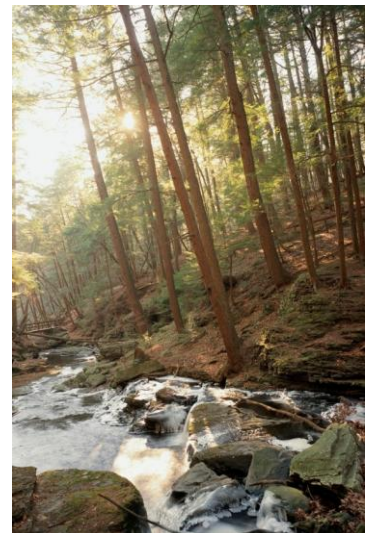
CONFIDENTIAL

Location: **OBA Conference Centre**
Private Conference Room
20 Toronto Street, 2nd Floor
Toronto, ON, M5C 2B8

Time: 2nd and 4th Wednesday of the month
5:30 p.m. – 7:00 p.m.
Beginning February 23, 2011

**Women Lawyers at any stage of
recovery are welcome.**

For more information contact: judy@olap.ca
(905) 238-1740 1-877-576-6227



Please, share this information. We need your help to make this initiative a success!

PAST EVENTS



Christine Staley

Women's Work and Wellness Luncheon ~ The first luncheon of 2011 was held on Friday, January 28 at the OBA Conference Centre. The topic was ***"Feel Free to Change! Looking at Alternative Careers"*** and was presented by **Christine Staley**, a graduate from the University of Ottawa Law School and a member of both the Ontario and Alberta bar. Her "alternative career" began as Associate Director of the Canadian Center of Professional Legal Development in Alberta. Currently, the acting Director of Professional Development for the Association of Ontario Midwives, Christine also develops programming for the Law Society of Upper Canada.

This presentation recognized that lawyers may be unsure about their career in law and wonder what options are available that can take advantage of the years of education and experience that have been invested. Christine addressed the idea that an alternative career in law may be something worth pursuing. Making that decision is the first step, but figuring out the next step can be even more daunting.

Her enthusiastic and frank approach outlined how to:

- Assess that an alternative career in law may be worth pursuing
- Narrow your search
- Make contacts
- Use technology in your search

Christine's effervescent style delighted the audience and seemed to provide a strong interest in networking among the attendees.

WORKING WITHIN THE LEGAL COMMUNITY

University of Toronto Law School, Osgoode ~

On Friday, February 11, 2011, Doron Gold spoke to a gathering of students in the **University of Toronto's Internationally Trained Lawyers Program**. The workshop, coordinated by Gina Alexandris, Director ITL Program, was called *"Lawyering: Wellness Supports for All"* and included not only the OLAP message, but also speakers on the issues of yoga and nutrition. Judy Grout, also, attended and added valuable information about OLAP for the very active and engaged audience of approximately 25 lawyers/students. These individuals came from countries such as China, Russia and Nigeria, among others, as lawyers seeking accreditation in Canada, and they were interested in and, often, surprised by the types of issues that OLAP encounters and by the various supports that are available.



Doron Gold

LSUC Women's Equity Advisory Group:

On February 17th, OLAP was asked to join a teleconference with the members of the Women's Equity Advisory Group, WEAG, coordinated by Alison Hurst, Lawyer Liaison Counsel for the LSUC. This gave us the opportunity to inform the members about the services offered through OLAP and how, in particular, we support equality seeking women lawyers. By the end of the conference call, a new OLAP volunteer had emerged!

OLAP Participates in LSUC Continuing Professional Development

WEBINAR OVERVIEW

Risa Kirshblum, a partner in a Bay St. law firm, discussed the challenges she faces juggling her roles as lawyer and a single parent of twins.

Guillermo Schible, representing diversity and small firm practice, presented the challenges of being a young lawyer.

Michael Rand, a lawyer who is about to retire, discussed balance from his perspective.

Of particular note was the presentation by **Harold Elston**, in which he courageously recounted his struggles with alcoholism and his successful journey in recovery. So many people were touched by his candor that notes of thanks from the audience came in during the program and were passed to him as they arrived.

Susan McCallum, of the OLAP Board of Directors, helped to organize this event.

"Doron gave a heartfelt explanation of services offered in a manner that should have left everyone with the impression that help and understanding are available."

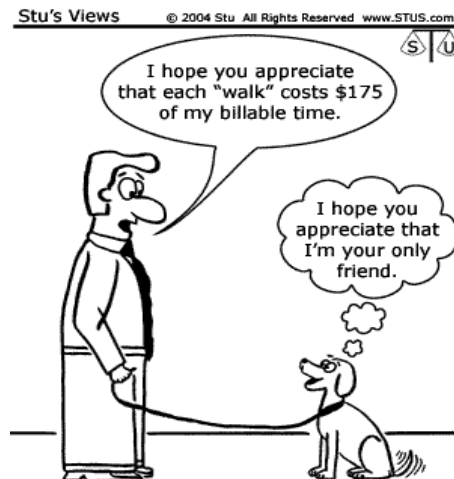
Susan McCallum

OLAP was offered the opportunity to assist in the creation of a Work/Life Balance webinar, "*Work/Life Balance: Myth or Reality*", for the Law Society's Continuing Professional Development regime by Christine Staley who develops programming for the Law Society of Upper Canada.

A webinar is a seminar conducted over the internet. The audience comprises individuals sitting at their computers watching the program, seeing the PowerPoint slides, sending in questions and downloading resource materials.

Enrolment was capped at 3200 so as not to overload the system. In order to accommodate all who wanted to participate, another program will be held on May 30th and 500 people have already signed up for that program.

The webinar took place on February 28th, with John Starzynski moderating. The audience had the opportunity to see presentations by Dan Pinnington of the LSUC and Doron Gold, OLAP Case Manager, regarding stress tips and resources. A panel of practicing lawyers discussed their various ideas for keeping a balance between work and the rest of their lives.



"Think About Balance in Your Life!"

Ontario Bar Association Institute

On February 3rd and 4th staff from OLAP attended the Ontario Bar Association Institute where John Starzynski addressed the two lunch sessions. John spoke to the 750 attendees at each luncheon about the stresses of the legal profession; outlined the fast-growing trend to internet addiction as the gateway to gambling and sex sites and possible addiction and suicide; the Groups available through OLAP; the structure of OLAP; confidentiality; the lawyer Case Managers' understanding of the legal culture; peer support and counselling services available through OLAP across the province.

At the OLAP booth, each Case Manager had a turn talking about OLAP and its services. The OLAP stress elephants, with the message "*Depression is Like Hauling an Elephant*" made an impression as attendees asked each other how and where to get one! Coulie Mills, OLAP Board Member and longtime volunteer attended, working the table on Friday morning and being available to talk to other lawyers.

OLAP STAFF ACTIVITY

OLAP Staff Suicide Awareness Training ~ On Friday, January 21st OLAP staff participated in a Suicide Prevention seminar presented by Yvonne Bergmans, MSW from the St Michaels Hospital Suicide Prevention Program, came to OLAP in January of this year and conducted a session on understanding and managing the suicidal client. She skillfully guided us in our understanding of suicide and the need for the counsellor or volunteer to manage the complex balance of support and encouragement mixed with the ability to allow the client to be responsible for themselves wherever possible. Yvonne runs therapy groups for individuals who have had more than one suicide attempt at St. Michael's Hospital. This training will be made available to peer volunteers if there is interest.

This relevant and important topic requires our attention.

Sadly, in the past 4 months, there have been 3 suicides, that we know of, in the legal profession.

ONGOING EVENTS

The Lawyers' Group

This continues to be a successful initiative. The group meets at the OBA on the first and third Wednesday of every month.

Average attendance is 8 -10 and many report the value that participation has brought them.

Comment from a Participant:

"While the Lawyers' Group is not meant to be a substitute for psychotherapy, it provides me with a venue to be a friend to others and to myself.

A safe harbour in troubled times, the Lawyers' Group is a good place to be."

INTRODUCING

The Lawyers' Group

A support group for Lawyers

If you're dealing with family pressures, practice or career stress, mental health and addiction, you're invited to join colleagues in a confidential, supportive environment to offer and receive support.



ALL LAWYERS ARE WELCOME

The group is facilitated by OLAP Volunteers with the support of OLAP staff.

Time: The first and third Wednesday of every month from 5:30 p.m. to 7:00 p.m. (refreshments served)

Location: Ontario Bar Association, 20 Toronto Street, Toronto

Join us and Bring a Friend.

You are not alone. Let your colleagues prove that to you.



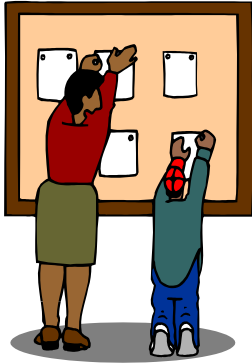
VOLUNTEER ACTIVITY

Volunteer Orientation Session

On Wednesday February 23rd a Volunteer Orientation Session was held at OLAP offices. Once again we had a dynamic group of volunteers who have now joined the Volunteer Support Team here at OLAP. We look forward to involving them soon in our volunteer activities.

CHANGES

AN ADDITIONAL LOCATION for 12 STEP GROUP:



12 Step Group: Lawyers Helping Lawyers

The concept of lawyers helping lawyers is the foundation of the

Ontario Lawyers' Assistance Program.

To strengthen this aspect of our program, we have established a 12 Step Group for lawyers to offer an additional "safe place" and to foster the fellowship of other lawyers who are in recovery.

2 Locations:

LOCATION #1:

Bellwood Health Services

1020 Mc Nicoll Avenue, Toronto
Lower Level 5 (north parking lot)

TIME:

1st and 3rd Mondays, 7:30 p.m.*

LOCATION #2:

Ontario Bar Association

Conference Centre
20 Toronto Street, 2nd Floor
Toronto, ON, M5C 2B8

TIME:

2nd and 4th Mondays, 5:30 p.m.*

****No Meeting following a Holiday Weekend***

Lawyers at any stage of recovery are welcome.

CONTACT: (905)238-1740

1-877-576-6227

www.olap.ca

RECENT ARTICLES / PUBLICATIONS

Scott, Susan, "Fierce Conversations: Achieving Success at Work & in Life, One Conversation at a Time", Berkely Trade. Revealing how to master the principles and practice courageous, transformative dialogue, Scott shows readers how to change their lives, one conversation at a time.

Elwork, Amiran, Ph.D., "STRESS Management for Lawyers, How to Increase Personal & Professional Satisfaction in the Law", Vorkell Group. "No one knows as much as Elwork about the topic, and his knowledge is a gift to the profession". – Steven Keeva author of "Transforming Practices: Finding Joy and Satisfaction in the Legal Life"

Melemis, Steven M., Ph. D., "I Want to Change My Life: How to Overcome Anxiety, Depression and Addiction," Amazon. The book contains a five-point plan for overcoming anxiety, depression, and addiction. It will help you identify what you need to change, and give you the coping skills to achieve your goals.

Eddy, Bill, "High Conflict People in Legal Disputes", Amazon. Using over two dozen compelling case examples and drawing from over thirty years of dispute resolution experience in three professions, Bill Eddy explains the dynamics and strange logic of four types of Personality Disorders that appear to be increasing in legal disputes these days

Eddy, Bill, “It’s All Your Fault: 12 Tips for Managing People Who Blame Others for Everything” Amazon. His “12 Tips for Managing People Who Blame You for Everything” provide invaluable answers for everyday problems in the workplace, family or neighbourhood from becoming “high conflict” disputes.

Highly recommended—Books by Ernie Tannis

*Ernie’s book, **Alternative Dispute Resolution that Works!** was first published in 1989 and the second edition in 2010.*

He draws on his own experience and passionate commitment to the process of alternative dispute resolution to show how it works. Ernie is a pioneer in the area of Alternative Dispute Resolution.

***Is Everyone at the Table?** was published in 2010. This is a collection of real-life stories that are based on actual interventions. Ernie Tannis illustrates the importance of values, perseverance, trust and humour in dealing with everyday disagreements. Mediation principles can have a practical benefit in daily interactions. This book offers thoughtful and practical lessons in problem solving.*

Ernie’s personal journey offers great experience. The books offer glimpses into the wisdom of this experience with humour and great thoughtfulness.

Comments from Ernie Tannis:

“Thanks to you and your OLAP for the continuation of your vital services — for those who can get past denial. Take care, with earnest gratitude.”

Using Stillness and Mindful Breathing to Release Stress, *Lawyers Wellbeing Blog*

<http://lawyerswellbeing.com/blog/?p=875>

“Work/Life Balance: Myth or Reality”, LSUC webinar,

<http://webcast.streamlogics.com/audiente/index.asp?eventid=67777650>

COMMUNITY RESOURCES

Renascent Treatment Centre Opens New Family Health Centre

Renascent’s new Family Health Centre offers a wide variety of programs to assist families: information nights, educational support groups (in-class and distance learning), parenting programs, children’s programs, and one-on-one counselling with experienced family counsellors.

For more information about Renascent’s Complete Care approach to helping families recover from addiction, visit www.renascent.ca

Renascent Treatment Centre’s Driver’s Licence Reinstatement Program

Renascent is offering a new treatment program for drivers who have lost their licences due to substance abuse. The program has been specifically designed to work with the Ontario Ministry of Transportation requirements and to address underlying abuse problems.

For more information visit <http://www.renascent.ca/enewsletter/newsflash/Newsflash201101.htm>

Bellwood Health Centre Professionals in Residence Day

Bellwood offers a complimentary PIR seminar with an opportunity to meet staff and learn about the comprehensive range of services and programs offered at the Health Centre.

The next PIR Day is May 12, 2001 from 8 a.m. to 3 p.m.

OLAP volunteers are welcome at this event. If you are interested in attending, please contact Judy Grout judy@olap.ca