

## Norman Rubenstein

Has served as marketing executive for Shaw Pittman, McKenna & Cuneo and Orrick, Herrington & Sutcliffe.

Applied creative advertising techniques to transform Orrick profile from "California bond firm" to a national full-service firm .

Served as national President of the Legal Marketing Association and co-founded the Law Firm Marketing Directors' Institute.



## Linda J. Ravdin

Holds or has held leadership positions with the ABA's Law Practice Management Section, Family Law Section and Standing Committee on the Solo and Small Firm Practitioner.

Developed and shared new knowledge about law practice management since the 1980s.

Published widely on topics ranging from fee collections to life balance.



## Carl A. Leonard

Chairman of Morrison & Foerster from 1984 to 1993.

Created and leads the Hildebrandt Institute, which delivers management training to managing partners, practice leaders and legal administrators.

Frequent speaker and panelist on law firm management programs and has written numerous articles on diverse management topics.

## J. Larry Green

Three decades in the field of law practice management.

A leader in the application of computer technology to enhance practical application of law office information and telecommunications systems.

Has planned and conducted national, regional and local seminars for legal organizations since 1982.



# C.O.L.L.E.G.E of LAW PRACTICE MANAGEMENT

## 2003 Inductees



## Camille Grabowski

Twenty years of speaking, training and volunteering with the Association of Legal Administrators.

Currently Marketing Manager for The Affiliates, where she is responsible for alliances with legal professional associations.

## Roberta Montafia

2002 President of the Legal Marketing Association.

Frequent author and lecturer on law firm marketing and management strategies and long-term effective support of clients.

Demonstrated innovative law firm marketing techniques as chief marketing executive at Appleby, Sperling & Kempe and served as Global Director of Marketing at Baker & McKenzie.



## Ellen Wayne

Dean of Career Services at Columbia School of Law.

A recognized expert on associate training and evaluation, career development for lawyers and future trends in legal employment.

Has collaborated with others to publish articles and books on careers in the law.



## Sandra Boyer

Principal and Managing Shareholder of the AndersonBoyer Group.

Executive Vice President of the Network of Leading Law Firms.

Lectures nationally and internationally on law practice management programs and has authored several books, articles and papers on related topics.

## **Tomasz Wardynski**

Founded and built to 80 lawyers the leading indigenous Polish law firm, Wardynski & Co., following the collapse of the Communist Regime.

Recognized specialist in international project finance, privatization and state-owned enterprise restructuring.

Awarded Commander of the British Empire (CBE) in 2001.



---

## **John S. Kirk**

Chaired and was vital to the work of the ALA Legal Manager Certification Committee, which developed an unprecedented program to provide certification of legal administrators.

Has served the legal profession as a legal administrator and an information systems professional in law firms and corporate law departments.

Involved in developing and planning seven consecutive annual meeting programs for the Association of Legal Administrators.



---

## **Michael E. Palmer**

Served as Executive Director of several large law firms.

President of ALA 1999 - 2000

Helped to form the Australian Legal Practice Management Association.

Awarded the Spirit of ALA award for setting the highest standards for commitment to professionalism, dedication to the advancement of his profession and long-time service to ALA.



## **2003 Annual Induction Dinner**

6:30PM Reception

7:30PM Dinner

9:00PM Welcome by  
Chuck R. Coulter, COLPM President

Introduction of Officers and Trustees

Introduction of Special Guests

Recognition of Sustaining Members

Induction of Class of 2003

**C.O.L.L.E.G.E**  
*of* **LAW PRACTICE**  
**MANAGEMENT**

### **College of Law Practice Management**

777 Crescent Lane  
Lakewood, CO 80214  
303.232.3355

[www.colpm.org](http://www.colpm.org)

## **2003 Inductees**

Washington, D.C.  
September 13, 2003