

combat the ongoing opioid crisis. The money from both settlements is expected to be deposited into the Opioid Recovery and Remediation Trust Fund that was created in the fiscal year 2020 closeout budget "to mitigate the impacts of the opioid epidemic," by expanding access to opioid use disorder prevention, intervention and recovery options.

Firm announces business combo

Law firm Husch Blackwell is expanding its footprint into New England with the opening of new offices in Boston and Providence on Sept. 1.

With 22 offices across the country, Husch Blackwell said its expansion was occasioned by its "business combination" with Summit Health Law Partners, an 11-attorney boutique in Boston and Providence focused on the health care industry. Summit was formerly known as Donoghue, Barrett & Singal.

Among Husch Blackwell's 11 new attorneys, five will join as partners: Robert Blaisdell, Andrew S. Levine, Sean Ryan, Jeffrey Chase-Lubitz and Crystal Bloom. They will be accompanied by counsel Richard Goldstein and Robert L. Peabody, and associates Kasey Ciolfi, Steven Tringale, Megan Smith-Mady and Sydney Sachs.

"We look forward to leading the firm's growth in New England and are excited to be part of expanding its profile nationally," said Blaisdell, who served as Summit Health Law Partners' managing partner.

Judicial selection panel to be formed

The U.S. District Court is forming a merit selection panel to participate in the appointment and reappointment processes for two magistrate judge positions.

Both members of the bar and non-attorney community members will be included on the panel. Those interested either in serving or recommending another individual to serve should send a brief statement including name, preferred contact information, and short description of the background and experiences the person would bring to service.

Statements should be sent to magistrate-comm@mad.uscourts.gov no later than Aug. 13.

Ex-Fall River mayor

Delegating more to others can help grow your practice

By Christopher F. Earley



"In most organizations, the bottleneck is at the top of the bottle."

— Peter Drucker

If someone else can do something 70 percent as good as you can, delegate it.

As lawyers, we tend to try to handle everything ourselves. It gives us a sense of control.

The old adage "If you want something done right, do it yourself" is something I can certainly relate to. I found, though, that I was doing way too much and realized that trying to handle 17 things at the same time was probably not good for my productivity — or my sanity.

I was getting overwhelmed and running in place. That was a huge disservice to my staff, my clients, and most importantly, myself.

Something needed to change if I wanted to move forward and have a more enjoyable and rewarding practice. It became evident that delegation was necessary.

Once I started delegating, I soon discovered that it was a total game changer. It was becoming obvious to me that my practice was growing the more and more I delegated. A subtle yet powerful mind shift had occurred, and it was liberating and transformative. The bottleneck at my office was me, and I was finally getting out of the way.

Of course, delegation is not possible for all tasks. Taking a deposition, trying a case, etc., are tasks that perhaps only you can do at your office. But it is amazing how much truly can

be delegated once you take an honest assessment of the things you do each day that you need to stop doing immediately in order to be most productive and useful to your firm.

You should not be doing \$20-an-hour tasks, or even \$100-an-hour tasks if you can leverage your time better with higher-value work. Get the monkey off your back and delegate those tasks to someone else. After all, your professional advancement will move forward at the rate at which you can delegate. Moreover, your support staff wants to do these tasks for you.

Therefore, commit to set yourself

and your staff free by delegating (or delegating more than you currently are). Your staff is probably better at doing those tasks anyway (even if

they won't tell you so), so step out of their way. If you are a solo, consider hiring a virtual assistant you can delegate to.

Delegation, though, should not be confused with abdication. As lawyers, we are ultimately responsible for our clients' cases. If our staff makes a mistake that impacts a client, we are on the hook. You, therefore, are delegating not responsibility but rather ownership of a task.

But before delegating anything, always communicate the following three things to whom you are delegating:

1. Be clear on how the work should be done.
2. Be clear on what a successful outcome will look like.
3. Give a hard deadline on when you need and expect the work to be done.

Commit today to delegate one task you know you need to stop doing. Then, constantly look for other things to get off your plate. You will be amazed at how this shift in thinking will free up your time to work on those things that you are best at doing. **MMW**



Christopher F. Earley is a Boston attorney and author who concentrates his practice on the representation of the seriously injured and their families.