



The Business Link

Independently Owned and Operated

PUBLISHER

The Business Link Niagara Ltd.
36 Hiscott Street, Suite 200
St. Catharines, ON L2R 1C8
Tel: 905-646-9366
Fax: 905-646-5486

email: info@BusinessLinkNewspaper.com
www.BusinessLinkNewspaper.com

CO-PUBLISHERS

Jim Shields, Adam Shields

DIRECTOR OF ADVERTISING

Julie Shields

SALES MANAGER

Dave Hicks

CONTRIBUTING WRITERS

D. Bennett, M. Wallace, M. Wardell, D. Pickfield
S. Skrlac, J. Storm, S. Leslie, D. O'Neill, G. Visca
J. Albanese, J. Gitomer

CIRCULATION

The Business Link—Hamilton-Halton's Business Newspaper is published 12 times per year and distributed to 26,000 businesses throughout the Hamilton and Halton regions via Canada Post. For a detailed distribution list please email: info@businesslinknewspaper.com

SUBSCRIPTION RATES

\$39.99 for 12 issues. Please send a cheque or money order to the address above.

Any reproduction or use of the content within this publication without permission is prohibited. Opinions and comments within this publication reflect those of the writers and not necessarily that of The Business Link Hamilton-Halton.

All advertising is accepted subject to the Publishers' discretion. The Publishers will not be responsible for damages arising out of errors in advertisements beyond the amount paid for the space occupied by that portion of the advertisement in which the error occurred.

Any design, artwork, copyright or typesetting supplied by The Business Link Hamilton-Halton is for the exclusive use by the Publishers. Any other use not authorized is an infringement of copyright. No part of this publication may be reproduced or transmitted in any form or by any means, without prior permission of the Publishers.

FOLLOW US ON



LEGAL ADVICE FOR TWO CENTS

"Sure, you can ask me a question. Just remember that you asked me because of my schooling, profession and expertise."



BY MOIRA WALLACE B.A, M.A, LL.B

Once people discover I'm a lawyer, I'm often approached with "Can I ask you a quick question?" Part of me thinks, "Sure, you can ask. But do I have to answer?" The question may be quick or simple enough; the answer never is. The question usually involves specific circumstances experienced by that person, who is looking for free legal advice.

Lawyers often provide pro bono legal services and I've done my share. I sit on a number of not-for-profit boards and often give my "two cents" worth of legal input. But two cents doesn't pay the bills and the value of my expertise is worth more than two cents. And yet some people aren't willing to recognize that. I recently read an article in Forbes Magazine by Adrienne Graham, "No you can't pick my brain, it costs too much," which really resonated with me.

Graham reminds entrepreneurs and business people not to give away the value they invested in becoming an expert in their field, which got me thinking. Lawyers get a bad rap for their fees; charging for every minute spent working on a file at what seems like outrageous hourly rates. Someone has to cover overhead costs for office space, salaries and the day-to-day costs of running a business. Then there are soft costs, like annual dues allowing us to practice law, errors and liability insurance, continuing legal education and memberships in associations, which allow us to remain up-to-date. We can't be effective lawyers without these crucial pieces.

If you want free legal advice, look on the internet. Be forewarned; you get what you pay for. It may be U.S. based law, not relevant to your issue or may be information given by someone

who doesn't even practice law. If you want good legal advice, know that you will have to pay for it. Ask the lawyer up front what his hourly rate is, whether he charges a set fee, what your minimum and maximum costs will be, whether there is a more cost-effective way to achieve the goal and what are the payment terms. You can go to www.canadianlawyermag.com to compare those costs against the most recent survey of lawyers' fees across Canada.

If you are concerned about the fees you were charged, discuss them with your lawyer. If not resolved, you can request a Notice of Appointment with the Assessment Office of the Ontario Superior Court of Justice to review the bill, at a cost of \$75. You must start this process within thirty days of receiving your invoice. To determine the fairness of the bill, the Assessment Officer will consider any fee arrangement, time spent on your file, level of expertise required, importance of the matter, amount of money involved, success of the matter and amounts already paid. The Officer's decision becomes a court order enforceable against you for the amount determined to be fair.

Sure, you can ask me a question. Just remember that you asked me because of my schooling, profession and expertise. I'll probably give you an answer if it's simple. If my answer is a number of questions back to you, know that I am determining the facts to apply to the law. That comes with a cost. It will be fair. **BL**

For more information please contact Moira Wallace BA, MA, LLB, Chief Loophole Advisor and Notary Public at 905.575.0732, email moira@wallacelaw.ca or visit Moira's website at www.wallacelaw.ca.

10 ways to lead and succeed

Continued from page 1

...today?" and waits for the answer, rather than rushing through the office saying, "Morning."

3. Make sure their body language supports their words. If you say, "I can give you all the time you need," don't constantly check your watch.

4. Has clearly defined roles and responsibilities for each team member, and revisits them each time there is a change in team members.

5. Conducts effective meetings whereby everyone is encouraged to contribute and listens to others points of view.

6. Utilizes conflict by listening for what is trying to be said, beyond just the words, and encourages a culture of personal responsibility without blame or judgement.

7. Reviews results and working practices while encouraging a sense of pride in personal achievements. Celebrating successes and coaching for further development.

8. Is self-aware. Being mindful of the impact she/he is having on others and maintains a flexible approach.

9. Builds strong relationships with others both inside and outside the organization. Every relationship counts.

10. Leads by example. To be a leader you need followers. To thrive you want your people to follow you not because they have to, but because they want to. **BL**

Daphne Bennett, Relationship Coach and Learning Consultant, works to transform the spirit of individuals, teams and cultures using powerful tools and strategies that work from the inside out. She can be reached at daphne.bennett@sympatico.ca.

X Call Before You Sign on the Dotted Line

WE SEARCH FOR THE Loopholes

With over 13 years of professional experience in corporate and commercial law, Moira provides dedicated legal advice and consulting services to small and medium-sized firms throughout the Golden Horseshoe Area. If you're looking for affordable, in-house legal solutions for your business, **call Wallace Law today!**

OFFERING ADVICE ON

- Corporate Matters
- Employment Issues
- Commercial Leases
- Contracts & Business Transactions

905.575.0732 • moira@wallacelaw.ca • www.wallacelaw.ca

FILE STORAGE & RETRIEVAL

- Free Pickup & Bar Coding
- Document Shredding & Scanning
- View your files through our Web Based Software
- Secure, Climate Controlled Facility

FREE Client Shredding

CALL FOR YOUR FREE ESTIMATE!
905.892.0010 | safestor.ca
2704 Hwy 20, Fonthill

SAFE STOR RECORDS MANAGEMENT