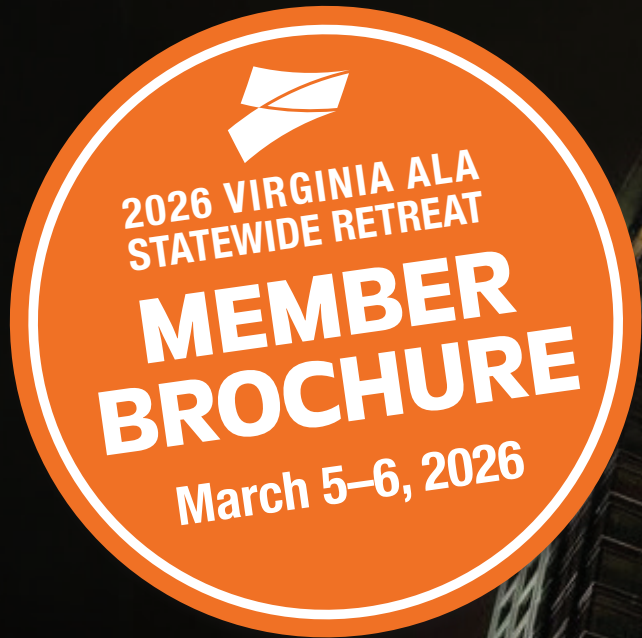




LEADERS AT THE HELM



**HILTON NORFOLK
THE MAIN**

100 E. Main Street
Norfolk, VA 23510



JOIN US AT HILTON – THE MAIN FOR THE 2026 RETREAT

- \$176 room rate (through Feb. 10, 2026)
- Beautiful waterfront property
- Rooftop beer garden & lounge with firepits, billiards & darts
- State-of-the-art tiered classroom
- Indoor pool & fitness center

HOTEL REGISTRATION HERE!

(GROUP CODE: ALA)

FAQS

1. How do I reserve my hotel room for Thursday night?

Members from the Northern Virginia Chapter, the Western Virginia Chapter and all members from outside of Virginia should register soon using the link above. The deadline to register is February 1, 2026. Members of Hampton Roads and Richmond should contact Michael Keatts to get added to those Chapters' rooming blocks. **If you are a member of Hampton Roads or Richmond, please do not use the link above!**

2. When should members arrive on Thursday?

Once again, we are holding a Member Idea Exchange at 10:30 am on Thursday, March 5. If you would like to attend this member-only session, please arrive at the hotel by 10 am. Otherwise, our first educational session starts at 1:15 pm. **Remember, hotel check-in is not until 4 pm.**

3. Is lunch provided on Thursday?

No, lunch is not provided on Thursday. Light snacks such as granola bars, cookies, and chips will be available before the first educational session begins. There are two on-site restaurants open for lunch at The Main, and there are several restaurants located a short walk from the hotel.

4. How does dinner seating work?

Remember, this entire event is paid for by our Business Partners. Virginia ALA Members pay no registration fee to attend. Our Business Partners want to network with members—they don't want to be at a table with only other Business Partners. Therefore, we reserve 4 or 5 seats per table for Business Partners and the remaining 5 or 6 seats are for members. **Please do not move reserved tent cards at dinner.**

TESTIMONIALS FROM 2025 RETREAT ATTENDEES

"The 2025 Virginia ALA Statewide Retreat was one of the first ALA events that I attended. I wasn't a member yet, but by the end of the event I was completely sold. As someone who recently changed careers, I arrived with imposter syndrome and a bundle of nerves, which quickly dissipated when everyone was so welcoming. I have truly never met a group of professionals that support each other so unconditionally. From business partners, to presenters, to members, everyone just wants to see the others succeed. I learned a lot, laughed a lot, and made connections with great people. Then I joined the chapter. Hope to see you in Norfolk in 2026!"

~Rachel Bickford, Richmond Chapter



"Attending the 2025 Virginia ALA Statewide Retreat at Williamsburg Lodge was an absolutely enriching experience—professionally rewarding and genuinely inspiring. The well-planned structure of the retreat—from dynamic sessions to seamless networking opportunities with business partners—created an inspiring environment to learn, connect, and grow. The sense of camaraderie among fellow ALA members and the friendly support from business partners made every moment special. I'm truly grateful to everyone who helped bring this retreat to life. It was a perfect blend of professional development and memorable fun, making it an experience well worth attending. I'm already looking forward to the next retreat!"

~Staci Davis, Hampton Roads Chapter

"The 2025 Virginia ALA Statewide Retreat exceeded all my expectations. This was my first ALA Retreat since joining in 2024. The sessions were timely, relevant, and packed with practical insights that I could immediately bring back to my firm. I especially valued the thoughtful discussions on leadership, technology advancements, and strategies for navigating the ever-changing legal administration landscape. Beyond the educational sessions, the opportunities to connect with colleagues from across the state was truly invaluable. The sense of community, support, and collaboration left me energized and inspired. The business partners were once again phenomenal—knowledgeable, approachable, and eager to share their solutions. I left the retreat with new ideas, stronger connections, and a renewed enthusiasm for my role. The Virginia ALA Statewide Retreat has become an essential part of my professional growth, and I'm already looking forward to the 2026 event!"

~Jennifer Koeppen, Hampton Roads Chapter

"I encourage Virginia ALA members to attend the 2026 Virginia ALA Statewide Retreat. I attended last year for the first time and was very impressed with the speakers, topics, and various educational sessions. The business partner representatives were top-notch, and it was great to meet and interact with so many colleagues from around the state. I look forward to the 2026 event, and I hope to see you there."

~Paul Pantzer, Northern VA Chapter



SCHEDULE OF EVENTS

Thursday, March 5, 2026

10:00 a.m. – 3:00 p.m.	ALA Check-in
10:30 a.m. – 11:30 a.m.	Member Idea Exchange
11:00 a.m. – 3:00 p.m.	Exhibitor Setup
1:00 p.m. – 3:00 p.m.	Afternoon Break
1:15 p.m. – 2:30 p.m.	Education Session I
2:30 p.m. – 3:00 p.m.	Business Partner Orientation (optional)
3:00 p.m. – 4:30 p.m.	Education Session II
5:00 p.m. – 7:00 p.m.	Cocktail Reception in Exhibit Hall
7:15 p.m. – 8:30 p.m.	Dinner, Dessert, and Open Bar
8:30 p.m. – 11:00 p.m.	After Dinner Party: DJ Bobby B

THURSDAY EDUCATION

SESSION I—Run, Hide, Fight: Prepare and Practice for Workplace Violence

Presented by: **Sgt. Jacob Wright, Norfolk Sheriff's Office**



Across the country and even here in our state, mass shootings and workplace violence seem to be the new norm. These events are seared into our minds and raise anxiety; however, being situationally aware and equipped with practical strategies to recognize the warning signs can save lives. In this session, Sergeant Jacob Wright of the Norfolk Sheriff's Office in Norfolk, VA will review the "Run, Hide, Fight" Plan. In this session, participants will:

- Learn the latest data on mass shootings and workplace violence
- Identify potential active threats to your organization
- Discuss how to develop an emergency action plan
- Understand the importance of running drills/scenarios to test response



SESSION II—AI Fluency for Legal Professionals

Presented by: **Spencer Smith, Spencer X. Smith Consulting**

Legal professionals who support attorneys are under growing pressure to do more with less. Artificial intelligence isn't about replacing your expertise, it's about extending it. In this session, Spencer Smith of Spencer X. Smith Consulting in Madison, WI will provide a focused, practical introduction to how AI can be used securely and effectively across legal administration, operations, and support roles. You'll leave with concrete examples, usable templates, and understanding of what to do. No coding. No jargon. Just clear guidance designed for those who keep the legal engine running. In this session, participants will:

- Understand potential uses of AI in legal administration, operation, and support
- Learn AI prompts that increase the accuracy and relevance of results
- Identify common risks associated with AI use in legal settings
- Apply AI to real-world administrative tasks



SCHEDULE OF EVENTS

Friday, March 6, 2026

8:00 a.m. – 9:00 a.m.	Networking Breakfast Buffet
9:00 a.m. – 10:15 a.m.	Education Session III
10:15 a.m. – 11:45 a.m.	Exhibit Hall
	Hotel Check-out (by 11 a.m.)
11:45 a.m. – 12:30 p.m.	Exhibitor Breakdown /Conclusion for BPs
11:45 a.m. – 12:00 p.m.	Member Break
12:00 p.m. – 1:30 p.m.	Education Session IV
1:30 p.m.	Conclusion for Members

FRIDAY EDUCATION

SESSION III—Building Cultures that Drive Innovation, Trust and Results

Presented by: **Dr. Tomika Ferguson, Associate Dean, Virginia Commonwealth University**

Building inclusive workplaces requires more than good intentions—it demands courageous leadership, relational awareness, and a commitment to psychological safety. Psychological safety is the foundation that allows individuals to take risks, share ideas, and engage honestly without fear of judgment or reprisal. Inclusion extends this safety into daily practice—how people are seen, heard, and valued in professional relationships that sustain trust and belonging. In this session, Dr. Tomika Ferguson, Associate Dean for Student Affairs at Virginia Commonwealth University in Richmond, VA will help participants examine how relationship dynamics, leadership behaviors, and communication shape connection and retention within teams. In this session, participants will:

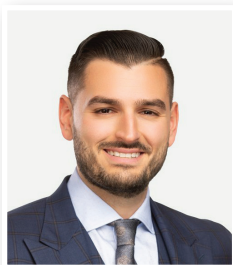


- Develop approaches to cultivate inclusion through relational leadership
- Understand how psychological safety drives creativity, engagement, and strong work performance
- Identify tangible ways to help team members see, feel, and enact belonging every day



SESSION IV—Conducting Workplace Investigations

Presented by: **George Koliopoulos, Attorney, Williams Mullen**



Accusations of toxic behavior and harassment have surfaced in your organization. Your leadership is looking to you to investigate the allegations and mitigate liability, but do you know where to begin? In this session, labor and employment attorney Yiorgos “George” Koliopoulos of Williams Mullen in Virginia Beach, VA will share the tools for you to confidently rise to the challenge. In this session, participants will:

- Understand the legal issues/requirements to conduct workplace investigations
- Discuss how to conduct investigations with emphasis on the interview process
- Learn how to avoid common mistakes in workplace investigations
- Review data from case studies

RETREAT COMMITTEE



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REGISTRATION INFORMATION

Deadline to Register — FEBRUARY 1, 2026

Registration for VIRGINIA ALA Members — FREE
Registration for Non-Virginia ALA Members — \$100
Guest Fee — \$100 Thursday & Friday Meals
(\$75 Thurs Dinner Only; \$25 Fri Breakfast Only)

PAYMENT:

Payment for registration or guest fees can be made by credit card online by clicking the link below.

ACCOMMODATION INFO FOR HAMPTON ROADS & RICHMOND MEMBERS:

After registering at the link below, Hampton Roads and Richmond members should contact Michael Keatts at Michael.keatts@bowmanandbrooke.com for room reservations. Discounted rooms are available for Thursday and Friday evenings. There are also a limited number of discounted rooms available for Wednesday evening. Please call Michael with any questions at 443.443.8404.

*****REGISTER ONLINE HERE*****
www.hrala.com/retreat/member