



**Mark Dolan (*he/him*)**  
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## **Professional and Leadership**

1. As the incoming President of CBA Saskatchewan, what are some key priorities or goals you aim to achieve during your one-year term?

**CBA Saskatchewan has a long history of acting as the preeminent voice for the legal profession in Saskatchewan and providing leading professional development opportunities for our members. I plan to continue this tradition, and work to enhance our ability to effectively advocate for our members, promote a fair justice system, engage in effective law reform, uphold equity in the legal profession, eliminate discrimination, and continue to be fierce supporters of judicial independence.**

2. How do you balance your responsibilities as a Managing Partner with the demands of leading an association like the CBA-SK?

**Balancing these responsibilities comes from a true love of both roles. I enjoy the opportunity to work with all members of our firm in a variety of different areas. Most of my clients are owner-managed businesses, so being able to apply strategies used in my own business to the unique situations presented by my clients is a rewarding experience. The CBA has also been a passion of mine since I joined the legal profession. Engaging with the Saskatchewan legal community at CBA events and expanding my knowledge base by participating in CBA professional development opportunities have been invaluable during my career.**

3. In your experience as a managing partner, what leadership strategies have been most effective for fostering a collaborative and successful team?

**I believe as a managing partner, fostering a collaborative and successful team requires a blend of strategic leadership, effective communication, and a supportive work environment. Articulating a clear and inspiring vision for the firm that aligns with its values and long-term goals is critical, as is delegating authority to team leaders, thereby empowering them to make decisions within their practice areas. This builds confidence and develops leadership within the firm. Additionally, investing in the**

**professional growth of the team by providing opportunities for training, mentoring, and leadership development cannot be overstated.**

## **Community and Volunteerism**

4. What motivated you to take on the volunteer role as CBA-SK President, and what does volunteering mean to you personally and professionally?

**Volunteering with the CBA was important to me as a way of contributing to the legal profession that I owe so much to. Volunteering within my profession and community has always been important to me, as it allows me to contribute to causes that I care about and knowing that my efforts are helping others provides a sense of satisfaction. Volunteer work also challenges me to step outside my comfort zone, which has led to personal growth. It has enhanced my empathy, patience, and understanding of different life situations.**

5. How do you envision engaging members from diverse backgrounds, particularly younger lawyers and students, during your tenure?

**I believe offering flexible opportunities for involvement to accommodate different schedules for students and younger lawyers who may have demanding schedules is of paramount importance. The creation of peer networks where younger members can connect with others who share similar experiences and backgrounds will drive engagement. Publicly recognizing and celebrating the achievements of younger lawyers and law students, particularly those from diverse backgrounds, is also important to me.**

**I envision tailored professional development sessions that address the specific needs and interests of younger lawyers and law students, such as professional development sessions on emerging legal technologies, leadership skills, and practice management. Most importantly, soliciting regular feedback from younger lawyers and law students on their experiences, what they value, and what can be improved will help increase engagement, by showing young lawyers and law students that their opinions are valued and that the CBA is committed to their continuous improvement.**

6. What advice would you give to young lawyers interested in leadership roles within professional associations like the CBA?

**Volunteer early in your career for committees or roles within your firm, business, or in professional organizations such as the CBA. These roles offer valuable experience in being part of a team, managing resources, and driving initiatives.**

**Lead by example in your daily work. Demonstrate integrity, responsibility, and a strong work ethic. Others will notice your leadership potential when you consistently go above and beyond.**

**Learn to delegate effectively. Leadership is about empowering others to succeed, so work on developing the ability to entrust tasks to colleagues and support their successes. Cultivating relationships within and outside your firm or organization is also important. Networking provides great opportunities for mentorship, collaboration, and future leadership roles. Most importantly, seek out mentors who can offer guidance, support, and insight into leadership.**

## **Personal and Down-to-Earth Insights**

7. As someone who enjoys the outdoors, do you have a favorite outdoor activity or place that helps you recharge?

**I love Northern Saskatchewan and spend as much time as possible at Emma Lake with my wife and two children. I have found the lake to be a great place to relax, unwind, and re-connect with my family. We love fishing and spending time on the beach in the summer and skating and ice fishing in the winter months.**

8. How does your love for the outdoors influence your approach to work-life balance and leadership?

**My love of the outdoors brings a sense of perspective to my approach to work-life balance and leadership. Being outdoors provides me with a mental reset, allowing me to return to work with renewed focus and energy. I find this balance is crucial in our profession. In terms of leadership, my connection to the outdoors drives me to foster a work environment that values balance, resilience, and clear-headed decision-making. It helps me encourage our team to take breaks, prioritize their well-being, and approach challenges with the common clarity that time spent outdoors can bring.**

## **Forward-Looking and Inspirational**

9. What legacy do you hope to leave after your year as CBA President?

**Ideally, I would like to inspire others in our profession to pursue excellence without sacrificing their personal lives, leading to more sustainable and fulfilling career paths for future lawyers. A legacy of innovation within the CBA, the legal profession, and a strong commitment to personal well-being is also important to me.**

10. How do you see the legal profession evolving in the next few years, and what role can the CBA play in guiding those changes?

**The legal profession in Canada is becoming more diverse, and the CBA can play a critical role in fostering an inclusive environment. This includes advocating for policies that support diversity in the legal profession and law firms, providing mentorship and resources for underrepresented groups, and creating forums for discussing and addressing issues of inequality within the legal profession.**

**The legal profession is also being transformed by technology, from AI driven legal research tools to digital dispute resolution platforms. The CBA can guide the profession by providing education, resources, and ethical guidelines on the use of technology. They can also advocate for the integration of technology and legal processes while ensuring that access to justice remains equitable.**

**Lastly, as the legal profession evolves, so do the pressures and demands on lawyers. The CBA can continue to emphasize the importance of mental health and work-life balance, offering programs, resources, and guidance to support lawyer well-being. This is particularly important as the profession grapples with the challenges of remote work and the blending of personal and professional lives.**

11. What do you wish you had known at the start of your legal career that could be valuable for law students and new lawyers today?

**The law is ever-changing, so a commitment to lifelong learning is essential. Engage in continuous professional development such as programming provided by the CBA, stay current with legal trends, and be curious about new areas of law and technologies that emerge over time.**

**Find mentors who can guide you through the early stages of your career. A good mentor can offer valuable insights, share their experiences, and help you navigate the complexities of the profession. Don't be afraid to ask for guidance.**

**Routine is also your best friend. Find a daily routine that works for you to manage engagements, client or colleague expectations, professional development, administrative tasks, and personal time.**

I hope to meet as many members as possible throughout my term as President, and I would encourage you to reach out to me directly or through the branch with any concerns or suggestions.

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