

THE BUTTON LAW FIRM

HOT-BUTTON ISSUES

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LESSONS FROM A LEADER

My Dad's Journey Shaped My Approach to Leadership

I've always believed that true leaders leave an indelible mark not just on their organizations but also on the people they inspire. National Leadership Day is on Feb. 20, and I find myself reflecting on the profound impact my father, the greatest leader I've known, has had on my life and the invaluable lessons he has imparted. Coincidence or not, it shouldn't be surprising that my dad's birthday also happens to be in February.

My dad's journey began when he moved from a small farming community in Northeast Pennsylvania to Texas after high school. His career took root in the field of commercial fire protection, where he started at the ground level in a company called Texas Sprinkler. Back then, it was just a handful of people.

My dad worked his way up through the 1980s, demonstrating resilience and dedication. By the mid-'90s, he had climbed to the top. In 2004, he became the sole owner until his retirement in 2022.

His journey wasn't just about running a business; it was about being a leader every step of the way. Growing up, I witnessed firsthand

how he navigated challenges and led with unwavering determination. Little did I know that these experiences would shape my own approach to leadership as I created The Button Law Firm.

Here are some timeless leadership lessons I've learned from my father that resonate across any field.

BE WILLING TO DO IT ALL

My dad stood by the principle of never asking anyone to do something he wouldn't do himself. He truly worked his way up from the lowest position in the business to every single office position and, finally, to the owner of the company. Because of this, he knew every position inside and out and could build new systems with these experiences in mind.

That's something I apply to myself. At one point, it was just me here at the firm, so

I was the one answering phones, faxing documents, visiting clients, and managing finances. I'd be the BLF janitor and landscaper on the weekends!

Like my father, there hasn't been one duty I haven't

had to do myself. This hands-on approach built a foundation of trust and respect.

LEAD BY EXAMPLE

In a similar vein, my father also ensured he led by example. If you want people to work hard, you need to work hard first. This is something that doesn't happen overnight. You must take time to show the best version of yourself and do it consistently. I learned from my dad that you must set this bar above the average, from the good to the great to the highest legacy-making level of leadership.

How does this happen? This means showing up for your team and being prepared for anything. Of course, this entails sacrifices on your part, but what you get in return is a team that knows exactly how they are expected to perform.

NEVER STOP EVOLVING

Embracing change and staying ahead of the curve was one of his key mantras. He understood that complacency is the enemy of progress. This principle is something I continue to apply at BLF, ensuring we adapt to evolving industry dynamics and technological advancements.

Keep your finger on the pulse, and implement new practices and technology with the mindset that there will be trial and error before visible improvement. It's these

Continued on Page 2 ...



... CONTINUED FROM COVER

times that you need to find ways to fine-tune and also own any mistakes. Once that system is in place, you and your team must discover how to automate it.

VALUE VISIONARY LEADERSHIP

Annual meetings recapping the past year and setting goals for the new year were a tradition at my dad's business. This vision cascaded down to quarterly, monthly, and weekly goals. With his structured approach, he not only provided direction but also fostered a sense of purpose among the team.

He would take this vision and create smaller, more frequent meetings with different teams in the company. They would collaborate and fine-tune their efforts. If each team member knows the company's vision and how it is in their best interest, they will work hard to push forward.

As The Button Law Firm continues to grow, we do vision meetings like these

more often. We meet with the entire team every January, and then we have quarterly and weekly meetings to discuss micro vision goals. Feedback is a cornerstone of growth. My dad created an environment where feedback was not just encouraged but essential.

CARE FOR KEY PEOPLE

Finding and retaining key individuals is a challenge, but my dad excelled at it. He created a team of dedicated professionals by recognizing people's gifts, placing them in roles that aligned with those gifts, and fostering a culture of loyalty. Of course, he pushed them, but in the end, these key people are the ones who are motivated by challenges.

Some big companies think money is what drives people. This isn't the case. Loyalty drives people forward, and The Button Law Firm has plenty of long-term team members dedicated to our firm. To earn this

loyalty, you need to show compassion for them when they need it. Do everything in your power to support them, and they will return this care tenfold.

LEADERS EAT LAST

My dad believed in sharing rewards and treating everyone equally. No leader should have privileges that others don't. Leadership comes with sacrifices. Protecting the team's interests from external pressures or internal challenges builds trust.

As National Leadership Day approaches, I celebrate not just the principles of leadership but the living example of a leader, my dad. His legacy is not just in the success of the company he built but in the lives he positively influenced, including mine. Happy birthday, Dad, and here's to the leaders who shape our present and inspire our future.

-Russell Button

WHEN TRUST IS SHATTERED

We put our trust in daycare facilities whenever we drop off our children, but sometimes, this trust can become easily broken. Our client experienced every parent's worst nightmare when their little boy faced critical danger due to a daycare's negligence. This is the story of what happened to Liam* and how our team was able to provide closure. (**His name was changed to protect the client's privacy.*)

Liam was put in grave danger due to the carelessness of his daycare facility and staff. Despite clear warnings and documentation of his severe allergies to these ingredients, Liam was given a chocolate chip cookie containing wheat, eggs, and soy.

The cookie's ingredient label explicitly states, "contains wheat, eggs, soy milk," along with a warning about potential contact with other allergens like tree nuts and milk. Despite all these precautions and documentation, the daycare workers gave Liam the cookie, leading to a severe allergic reaction where he struggled to breathe.

Liam's mother had taken every possible step to ensure her child's safety, including providing an emergency allergy care plan signed by a physician and both an EpiPen and Benadryl. Sadly, the daycare facility ignored these safeguards and neglected to administer the Benadryl or EpiPen provided or even inform Liam's mother of the exposure.

When she arrived to pick up her son, she was shocked to see Liam struggling to breathe, with puffy eyes and pale skin. She administered Benadryl and rushed Liam to urgent care, where he received treatment for anaphylaxis. The traumatic incident left Liam with swelling of the tonsils that persisted for months.

Liam's injuries were not just physical; they caused immense emotional distress. His eating habits have changed drastically, as he feels the need to pick apart his food and refrain from eating anything that isn't liquid or soft. As you can imagine, this has



How Negligence at a Daycare Put a Child's Life at Risk

completely impacted his daily nutrition and overall well-being.

Our team stepped in and looked further into this daycare's history. What we found was a long list of citations from the state for disregarding food allergy safety protocols. Upon further investigation, our team discovered his caregivers admitted

to questioning whether the cookie contained allergens but decided to give it to Liam regardless, displaying a reckless disregard for his safety.

Fortunately, our team was able to recover justice for Liam and his family, so now, all they need

to focus on is his complete recovery and moving on from this tragic incident.

If your child suffered an allergic reaction due to reckless caregivers, our team is here to help you find the justice you deserve. Call our team at **(214) 699-4409** to receive the support you need.

CELEBRATING ROSIE'S 6 YEARS OF EXCELLENCE

Our Paralegal's Dedication and Passion Continues to Shine

We don't take work anniversaries lightly, especially when it's a six-year anniversary! We want to thank Rosie, our hardworking litigation paralegal, for all she's done for The Button Law Firm team and our clients. She's brought six years of positivity and excellence to the team, and it's no exaggeration to say that Rosie is the backbone of our firm, and we'd be lost without her.

As we celebrated Rosie's six-year anniversary, we wanted to hear from the seasoned paralegal herself on why she's stuck by our side for so long. When it came down to it, it was the team who became her family and the lives she could change that made her time here meaningful.

Rosie recalled the intimidating learning curve she faced when she first started working at the firm. Yet, Russell and Ashley were always there to lead her and

offer guidance whenever they could. Rosie witnessed how they led by example and was able to grow alongside them. The whole team has been there for her since the start, and the team only continues to grow and become stronger. While the team is undoubtedly the best it has ever been, we're still growing, and Rosie shared that she's thrilled to see the BLF family thrive with even more team members.

Of course, our work here has also been an undeniable factor in why Rosie loves what she does daily. As a litigation paralegal, she can make a direct difference in people's lives. The majority of our cases are daycare injury-related, which means we often meet with families who are experiencing an unbelievably challenging time. It's one of

those things we simply wish would never happen, but Rosie and the rest of our team step up to find a resolution so these families can move forward.



Rosie explained that she hopes to uplift these families from the moment they call to even after their case settles. We still have families that call our team long after a case just to keep in touch, and it shows we don't just handle legal cases but create long-lasting relationships with our community. This is the reason

Rosie feels so fulfilled here at the firm and why she continues to look forward to all that 2024 has to offer.

Thank you Rosie for six years of incredible work and an unbeatable attitude!

BLF HIGHLIGHT REEL



CLIENT REVIEW

"I've always been anxious about putting my son in any type of child care due to all the incidents people see on the news. I wasn't very knowledgeable on the resources available to me to guide me into finding the best childcare options for my son. Lilia provided some amazing references and guides that are helping me seek the best childcare available in my area. Would highly recommend contacting the Button Law Firm for any assistance."

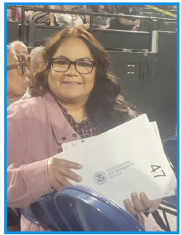
-Vanessa Badillo

INSIDE THIS ISSUE

- 1 A Testament to Leadership Learned From My Father
- 2 Liam's Harrowing Journey to Justice After an Allergic Reaction
- 3 Rosie's Remarkable 6 Years at The Button Law Firm
BLF Highlight Reel
Client Review
- 4 The Heartwarming Story of Claudia

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CLAUDIA'S INSPIRATIONAL JOURNEY

A Testament to Determination and Family Support

In this special spotlight, we want to share the remarkable journey of Claudia, a former client of The Button Law Firm. Originally hailing from Chihuahua, Mexico, Claudia's story is a testament to her unwavering dedication to her family and her unbreakable spirit.

Claudia's life revolves around her family, the cornerstone of her world. With three adult children and a beloved grandchild, family bonds run deep in her heart. When it comes to showing her love, Claudia heads to the kitchen to cook a feast. She believes that food has a magical way of bringing loved ones together. Her home is often the gathering place for dinnertime, where she ensures everyone can sit down to share a meal. For Claudia, these moments around the dinner table, filled with laughter and shared stories, are the essence of what she holds most dear.

In October 2023, Claudia achieved a significant milestone by becoming a U.S. citizen! She had made a promise to The Button Law Firm at the start of her case that she would learn English and gain U.S. citizenship, and she fulfilled that promise with unwavering determination. Claudia's journey involved dedicated study and hard work, and she expressed her heartfelt gratitude to our firm for our continuous support.

Now, Claudia continues to take immense pride in her children's accomplishments. Her eldest, Nailea, is a devoted mother to Claudia's only grandchild. Alan, her second child, recently achieved his dream of homeownership through hard work and dedication. Ivan, her youngest, is set to embark on a journey into medical school with the goal of helping patients suffering from Alzheimer's and Parkinson's disease. Claudia's role as a mother was to educate

and guide her children, instilling in them good values and love, and she beams with pride at who they have become.

Claudia's connection to The Button Law Firm remains strong even long after her case. We all couldn't be more proud of what she has accomplished. She expressed her enduring gratitude for the firm's unwavering support throughout her case and beyond. Claudia's commitment to becoming a U.S. citizen was motivated, in part, by her desire to make the firm proud of her, and our hearts have truly been touched.

Claudia's journey is a testament to the power of determination, family, and unwavering support. Her story is a true inspiration, reminding us all that with dedication and perseverance we can overcome challenges and achieve our dreams.