

NATIONAL ASSOCIATION FOR COURT MANAGEMENT

Midyear Conference

February 11-13, 2007

The Roosevelt Hotel, New York City, New York

The Court Executive Leadership Team

EDUCATIONAL PROGRAM AND SOCIAL EVENTS

SATURDAY, FEBRUARY 10

9:30 am – 5:00 pm

NACM Board of Directors Meeting

Location: East End Suite

SUNDAY, FEBRUARY 11

9:30 am – Noon

NACM Board of Directors (if needed)

Location: East End Suite

1:00 – 6:00 pm

Registration

Location: Mezzanine Level

3:00 – 5:00 pm

**Forum on the Advancement of Court Technology
(FACT)**

Location: Fashion Suite

5:00 – 5:30 pm

Conference Host Meeting

Location: East End Suite

6:00 – 7:30 pm

Welcome and Opening Reception

Presenters: *Skip Chesshire*, NACM President, Cobb
Superior Court, Marietta, GA; *Judith S. Kaye*,

Chief Judge of the State of New York

Location: Palm Foyer

MONDAY, FEBRUARY 12

7:00 am – 5:00 pm

Registration

Location: Mezzanine Level

8:00 – 8:30 am

Continental Breakfast

Location: Plaza Suite

8:30 – 9:00 am

Opening Welcome, Remarks and Introductions

Location: Grand Ballroom

Presenters: *Skip Chesshire*, NACM President, Cobb

Superior Court, Marietta, GA; *Jonathan Lippman*,

Chief Administrative Judge, New York State

Unified Court System, White Plains, NY

Host: *David Slayton*, Lubbock, TX

9:00 – 10:00 am

**Keynote Address: "What Should We Be Leading
Others to Do"**

Location: Grand Ballroom

Barbara Jordan once said "What the people want is an America as good as its promise." That is what the people want of their courts. The times we live in are difficult for courts but put in historical perspective courts have always been the brunt of attacks by critics who may not always have been fair. The challenge for all of us and particularly for the leaders of NACM is to build upon our strengths. Day in and day out large numbers of people come to our courts and are well served. To increase our ability to meet the challenges of the interesting times we live in courts need to become better at what we are best at. Fostering a sense that courts are places where people are treated with respect, truly being committed to fairness, and insuring that when people leave our courts that they understand why the decision that judges made is more important today than at other times in our history. In order to accomplish that, we need to be willing to engage in some critical self analysis. We need to talk about trust in our courts. We need to be willing to improve the trust between judges and the trust between judges and professional staff. We need to insure that the courts we all work in are enjoyable and fun places to spend our professional lives.

Presenter: *Kevin Burke*, Judge, Hennepin County District Court, Minneapolis, MN
Host: *Skip Chesshire*, NACM President, Cobb Superior Court, Marietta, GA

10:00 – 10:15 am

Break

Location: Plaza Suite

10:15 – 11:45 am

Round I: Three Concurrent Showcase Workshops on the “What” of Court Executive Leadership Teams – Choose from the following:

- **“Will You Walk With Me: The Journey from Profession to Vocation”** (repeats at 2:00 pm)

Location: Sutton Suite

Court administration has matured as a profession and so have many of those who have labored in this field these last decades. Judges, administrators and consultants, as maturing court professionals, can embrace the possibility of personal evolution, set aside the comfort of familiar identity, and begin a journey into the unknown part of self. This journey can transform the traveler and lead to an awakening of purpose and calling. It is a journey we walk both together and alone.

Presenter: *Noreen Sharp*, Maricopa County Trial Courts, Phoenix, AZ

Host: *Celina Rios*, 11th Judicial Court, Miami, FL

- **“Achieving Vision and Purpose Driven Courts”** (repeats at 2:00 pm)

Location: East End Suite

Dr. Martin and session participants will review the characteristics of vision and purpose driven courts by: (1) examining the meaning and techniques of visioning in the court and justice system; (2) describing the challenges to achieving vision and purpose driven courts in the justice arena today; and (3) identifying what is needed to lead the courts and justice system to achieve purpose driven courts. The session will include examination of the potential functions of court leaders, as well as, court executives. The functions examined will include: (1) establishing vision and long-term strategic direction for the justice system as well as the court; (2) developing long-term system capacity to provide services; (3) establishing and monitoring inter-agency, system infrastructure for supporting services; (4) assuring that effective inter-agency work processes are established and maintained; (5) monitoring system performance; and (6) working cooperatively to establish a strong fiscal foundation for on-going service delivery.

Presenter: *John Martin*, Planning, Policy and Management Consulting, Boulder, CO

Host: *Chris Crawford*, Justice Served, Eureka, CA

- **“Improved Court Services for People Living in Poverty”** (repeats at 2:00 pm)

Location: Broadway Suite

Dr. Beegle presents a foundation for examining practices in the justice system and how they can be more effective—offering critical understanding of how to reduce misunderstandings and increase equal treatment. This season, divided into two parts, explores what living in poverty teaches and helps Legal professionals better understand how to work more effectively with people who live in poverty. People in poverty are over represented in the courts and in our jails and prisons. The recidivism rates for people in poverty in the U.S. are out of control. The justice system is just not working for people in poverty in America. Legal professional, lawyers, and court administrators are frustrated as they continue to see the same people and see the same misunderstandings occur. Part two of this presentation provides participants with relevant communication tools for reaching across poverty barriers. Most of our systems are set up to support people coming from a literate print-culture orientation and they often are alienating to people who have a “word of mouth” oral cultural communication and learning style. How we get our information shapes how we relate to one another and how we experience the world. Many people from lower-class backgrounds get their information verbally...creating an “oral” culture thought process. Understanding these different thought processes can improve communication across class barriers. The opportunities for communication and relationships are endless when these concepts are understood and incorporated into every aspect of the court process.

Presenter: *Donna Beegle*, Communication Across Barriers, Inc., Tigard, OR

Host: *Pamela S. DeVault*, NACM Large Court Director, Lee’s Summit Municipal Court, Lee’s Summit, MO

11:45 am – 7:00 pm

Vendor Show

Lunch from 11:45 am – 1:30 pm

Location: Mezzanine Level

2:00 – 3:30 pm

Round II – Four Concurrent Showcase Workshops on the “What” of Court Executive Leadership Teams – Choose from the following:

- **“Follow Up Workshop on the What of Court Executive Leadership Teams”**

Location: Plaza Suite

A strong court executive leadership team involves clear governance roles, mutually supportive relationships (internally and externally), effective communications approaches, and a collective sense of responsibility and accountability for the court. This session will explore strategies and practical techniques for improving the courts performance on these

dimensions so that we are doing the right things more effectively.

Presenter: *Kevin Burke*, Hennepin County District Court, Minneapolis, MN

Host: *Chelle Uecker*, NACM Immediate Past President, Santa Ana, CA

- **“Will You Walk With Me: The Journey From Profession to Vocation”** (repeat of 10:15 am)

Location: Sutton Suite

Presenter: *Noreen Sharp*

Host: *Larry Myers*, Joplin, MO

- **“Achieving Vision and Purpose Driven Courts”** (repeat of 10:15 am)

Location: East End Suite

Presenter: *John Martin*

Host: *Brit Beasley*, 4th Judicial Circuit, Jacksonville, FL

- **“Improved Court Services for People Living in Poverty”** (repeat of 10:15 am)

Location: Broadway Suite

Presenter: *Donna Beegle*

Host: *Carol Ann Wheat*, Lee’s Summit Municipal Court, Lee’s Summit, MO

5:30 – 7:00 pm

Vendor Show and Reception

Location: Mezzanine Level

Dinner on your own

TUESDAY, FEBRUARY 13

8:00 am - 3:30 pm

Conference Information/Registration

Location: Mezzanine Level

8:00 – 8:30 am

Continental Breakfast

Location: Ballroom Foyer

8:30 – 8:45 am

Opening and Introduction

Location: Grand Ballroom

Presenter: *Paul Burke*, NACM President Elect, Trial Court of Massachusetts, Boston, MA

Host: *Patricia Penrose*, Harbor Justice Center, Newport Beach, CA

8:45 – 9:45 am

Keynote Address: “Building and Maintaining Effective Court Executive Leadership Teams”

Location: Grand Ballroom

The concept of leadership teams, involving the court executive and chief judge, is not a social nicety; it is a

functional necessity. In order for the court, as a complex organization, to function effectively and efficiently in the administration of justice, the interdependence between these two leadership roles must be understood and leveraged. The issue is not parity, but partnership; the focus is not on equality, but on the quality of leadership produced through this critical and synergistic relationship. The intent of this presentation is to define the ingredients of a successful partnership and the leadership model that will create and sustain it.

Presenter: *Dale Lefever*, Management Consultant, Ann Arbor, MI

Host: *Paul Burke*, NACM President Elect, Trial Court of Massachusetts, Boston, MA

9:45 – 10:00 am

Break

Location: Ballroom Foyer

10:00 – 11:30 am

Round I: Four Concurrent Workshops on the “How” of Court Executive Leadership Teams – Choose from the following:

- **“Experienced Court Managers Speak: Planning and Managing Leadership Judge Transitions”** (repeats at 1:15 pm)

Location: Broadway Suite

This interactive panel will address judicial leadership succession planning, working with new presiding judges, strategies to ensure continuity in court policies and programs, and practical tips on team management in the court setting.

Presenters: *Marcus Reinkensmeyer*, Maricopa County Superior Court, Phoenix, AZ; *Jude Del Preore*, Superior Court of NJ, Mount Holly, NJ; *Pamela Harris*, Montgomery County Circuit Court, Rockville, MD; *Kevin Bowling*, 20th Judicial Circuit Court, West Olive, MI.

Host: *Carol Ortman*, NACM At Large Director, 17th Judicial Circuit, Fort Lauderdale, FL

- **“What Leadership Judges Expect of Their Court Managers”** (repeats at 1:15 pm)

Location: Promenade Suite

Based on his experience as a judge, a member of multiple court executive leadership teams, a long time judicial branch judicial educator at the local, state and national level and in his current position as the President of the National Judicial College, William Dressel shares the expectations that leadership judges have of their court managers. What are primary core competencies that must be mastered to meet judicial expectations?

Presenter: *William Dressel*, President, The National Judicial College, Reno, NV

Host: *Celina Rios*, 11th Judicial Circuit, Miami, FL

- **“NCSC & NJC Educational Initiative: Improving Trial Court Leadership”** (repeats at 1:15 pm)

Location: East End Suite

The National Center for State Courts (NCSC) has undertaken an initiative to strengthen the court executive team. The court executive and presiding judge (known by a variety of titles throughout the state courts) are responsible to lead and manage together. At the direction of the participants in a national forum held in 2005 on this theme, the NCSC has undertaken to develop two practical work products for this purpose: 1) a guide to outlining the duties and responsibilities of the presiding judge, "Key Elements of an Effective Rule of Court on the Role of the Presiding Judge (currently in draft form) and 2) a curriculum on the leadership role of the presiding judge (currently under development). At this season, participants will learn about both of these efforts and contribute their views to help shape the final products.

Presenter: Gordon Griller, NCSC Consultant, Scottsdale, AZ

Host: Mike Bridenback, NACM Appointed Director, 13th Judicial Circuit, Tampa, FL

• **"New York Speaks: Leadership of Problem Solving Courts"** (repeats at 1:15 pm)

Location: Plaza Suite

New York Speaks: Leadership of Problem Solving Courts" features Greg Berman, the director of the Center for Court Innovation; Jonathan Lippman, the Chief Administrative Judge of New York State; Judy Harris Kluger, the Deputy Chief Administrative Judge responsible for overseeing problem-solving courts in New York; and Alex Calabrese, the presiding judge of the award-winning Red Hook Community Justice Center. Rather than describing what a problem-solving court is or how it operates, the panel will seek to focus on behind-the-scenes strategic and administrative questions including: What kinds of special infrastructure, if any, do problem-solving courts require? How are judicial assignments to problem-solving courts made? Can any judge be a problem-solver? What does the future hold for New York's problem-solving courts? How can court managers help these projects meet the highest possible quality standards even after the novelty wears off and the initial innovators have moved on to other assignments? And, finally, is it possible to uncouple problem-solving from court specialization? Can a problem-solving approach to jurisprudence be spread throughout a state court system?

Presenter: Greg Berman, Director, Center for Court Innovation, New York, NY; Jonathan Lippman, Chief Administrative Judge, White Plains, NY; Alex Calabrese, Judge, Red Hook Community Justice Center, Brooklyn, NY; Judy Harris Kluger, Deputy Chief Administrative Judge, New York, NY

Host: Jennifer Silvey, 4th Judicial Circuit, Jacksonville, FL

11:30 am – 1:15 pm

Lunch on your own

1:15 pm – 2:45 pm

Round II: Five Concurrent Workshops on the "How" of Court Executive Leadership Teams – Choose from the following:

• **"Follow Up Workshop: Court Executive Leadership Teams: Practical Tips"**

Location: Sutton Suite

Chief Judges and court executives have been socialized to promote equally important, but equally different values (e.g., autonomy-integration). In order to bring these two cultures together, and manage the interdependencies involved, the chief judge and court executive officer first need to understand these differences and then focus on how to leverage them in support of effective court administration. The intent of this workshop will be to define and apply these leadership principles in the context of the court and then define the respective leadership roles of the chief judge and court executive in achieving them.

Presenter: Dale Lefever, Management Consultant, Ann Arbor, MI

Host: Chelle Uecker, NACM Immediate Past President, Santa Ana, CA

• **"New York Speaks: Leadership of Problem Solving Courts"** (repeat of 10:00 am)

Location: Plaza Suite

Presenter: Greg Berman; Jonathan Lippman; Alex Calabrese; Judy Harris Kluger

Host: Monica Richards, Superior Court of CA, Santa Ana, CA

• **"Experienced Court Managers Speak: Planning and Managing Leadership Judge Transitions"** (repeat of 10:00 am)

Location: Broadway Suite

Presenters: Marcus Reinkensmeyer, Jude Del Preore; Pam Harris; Kevin Bowling

Host: Kimberly Menninger, Orange County Superior Court, Santa Ana, CA

• **"What Leadership Judges Expect of Their Court Managers"** (repeat of 10:00 am)

Location: Promenade Suite

Presenter: William Dressel

Host: Pamela S. DeVault, NACM Rural Director, Lee's Summit Municipal Court, Lee's Summit, MO

• **"NCSC & NJC Educational Initiative: Improving Trial Court Leadership"** (repeat of 10:00 am)

Location: East End Suite

Presenter: Gordon Griller

Host: Virginia Davidow, Orange County Superior Court, Santa Ana, CA

3:00 pm – 3:30 pm

**Conference Closing: “2007 Annual and NACM
Mission and Vision”**

Location: Grand Ballroom

Presenters: *Skip Chesshire*, NACM President; *Paul
Burke*, NACM President Elect

Host: *Suzanne Stinson*, NACM Secretary-Treasurer,
26th Judicial District Court, Benton, LA

Dinner on your own

NACM Hospitality Suite

Presidential Suite 1647

NON-SMOKING

Sunday, February 11	8:00 pm – 11:00 pm
Monday, February 12	8:00 pm – 11:00 pm
Tuesday, February 13	8:00 pm – 11:00 pm

ASSOCIATION SERVICES OFFICE

Mezzanine Level/Hudson Room

(The Association Services Office will serve as the message center for the conference)

Sunday, February 10	8:00 am – 5:00 pm
Monday, February 11	7:00 am – 5:00 pm
Tuesday, February 12	8:00 am – 3:30 pm

National Center for State Courts

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