



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, April 23, 2025 / 1:00 P.M. EASTERN

ECP Zoom Meeting

Meeting ID: 893 0699 1867

Passcode: 934740

[Find your local number](#)

2024/2025 Committee Charges

Choose a Community Service Project for the Annual Conference

Plan/Implement networking opportunity for the Annual Conference

Define/Implement ways to increase participation of ECP outside of the conferences (*Ongoing*)

Minutes

Part 1: ECP Group Meeting (1:00-1:30 p.m. E T)

1. Welcome / Introductions

- Discussion – Remote work
 - i. Practices started during the Pandemic and just continued for some
 - ii. Resentment about those who can and those who can't with remote work – also Judges aren't always a fan of it
 - iii. Good when instances like power outages happen and everyone can be remote – hearings don't stop that way
 - iv. Admin staff more able to do remote work – general staff less so
 - v. But remote work is so forward thinking – some are using it as an incentive for good work

2. Shared Interest Group Project

- May – Teri Deal will discuss implementation and change management.
- June – Creadell Webb will discuss effective tools for staff engagement and dialogue around DEI.
- July – Cancelled for the Annual Conference
- August - Marcus Reinkensmeyer will discuss transitioning into a new role and how to navigate that transition.
- **Please, send along any other topic ideas!**

3. Community Service Project for Annual Conference

- THE WINNER IS: [Carole's House of Hope](#)

4. Next meeting:

- May 28, 2025



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Part 2: Shared Interest Group Discussion (1:30 p.m. – 2:00 p.m. EASTERN)

Janet Cornell – Consultant and Retired Court Administrator

Leadership Strategies and Transparency

- Leadership is people, influence, participative, interactive, and team
- Transparency is open, honest, and visible
- “Court administration is not for the short-winded” it is a marathon, not a sprint
- Discussion on biggest challenges as a new leader and the prominent hurdles as a new leader
 - Tough to be taken seriously by upper or older management
 - Creating credibility and highlighting transferable skills
 - Not knowing what you don’t know – don’t know who to go to yet
 - Encouraging staff to embrace change
- Three Leadership Strategies
 - Duties – Judges vs Administration and where do we overlap – have both sit down and figure out their collective duties
 - Roles – Visionary, innovator, strategist, diagnostician, motivator, statesman (advisor), communicator, collaborator
 - Top three roles are Communicator, Strategist, and Motivator
 - Success Strategies – Know yourself, know your job, use personal goals, expand your network, engage as a leader, interact with groups, use advisors and confidants, practice problem solving, record and journal, contribute to the profession, utilize resources