



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) SUBCOMMITTEE

Wednesday, August 24, 2022 / 1:00 P.M. EST

ECP Zoom Meeting

Meeting ID: 967 3597 1921

Passcode: 879795

[Find your local number](#)

2022/2023 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*)

AGENDA

Part 1: ECP Subcommittee Meeting (1:00-1:30 p.m. EST)

1. Welcome / Introductions

Present:

Mary Bell

Ralph Garcia

Brandon Kimura

Ally Meadows

Dawn Palermo

Rick Pierce

Xavier Verdugo

Stacy Worby

2. Shared Interest Groups Project

- August –What do Early Career Professionals Need to Succeed in Courts? / [Brandon Kimura](#)
- September – Core®/Core Champions Program – [Kelly Hutton](#) (Article about Core Champions in the summer edition.)
- Possible future topics:
 - i. Court of Excellence
 - ii. Hype up mid-year?
- Advertise in the Court Express to attract more attendees

3. Annual Conference Recap

- Fundraiser at Social Event
- ECP/First Time Attendees event
- Partner charity - [Milwaukee Justice Center](#)

Contact: Stacy Worby – sworby@akcourts.gov



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4. 2022/2023 Committee Goals

- Increase Participation
 - i. Reach out to law schools/universities with related degrees.
 - ii. Connect with State Associations (those people are already familiar with who is new to the profession within their state)
 - iii. Whenever an opportunity arises have a boilerplate message that we can send out.
 - iv. Coordinate with Communications
 1. Facebook / Twitter / Instagram / LinkedIn

5. General Discussion

- Addressing State Associations meeting committee – untapped (Rick) May not be familiar at all with what we do – become a part of the committee
- Potentially host a SIG at annual
- September 28, 2022



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

 **Are you a NACM member and an Early Career Professional?**

Join us on Wednesday, August 24th at 1:30 p.m. EST for a 30-minute discussion about:

 **What do Early Career Professionals Need to Succeed in Courts?**

NETWORK.PARTNER.ADVANCE

What do Early Career Professionals Need to Succeed in Courts?

[Brandon Kimura](#)

Themes

Listening/openness/empathy/grace

First step is to listen deeply – courts are a unique industry

Empathize

Become a subject matter expert

Absorb the culture of the local court

Attention

Pay attention to people or groups whether formal or informal

Protocol/formal & informal groups help you navigate the organization

How to move through the organization

Understand people/personalities/culture

Have trust & confidence in the courts

When you have that internally, you exude it externally

Supporting ECP – need to model the trust & confidence

Commitment to Learn/Do/Act

Best way to debunk generational stereotypes is experience

Commitment to learn & do the work



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Opportunity for internal mobility

To enhance - for folks supporting / provide opportunities

Provide feedback on culture/performance

Level & Nature of the feedback needs to be individualized

Looking for community

Will vary by individual - sometimes it's with supervisors/coworkers

NACM is valuable to build that community

Have a blend of courage & humility

Resist the urge to believe we have the ultimate answer/solution