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
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
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