



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, January 22, 2025 / 1:00 P.M. EASTERN

Minutes

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

1. Welcome / Introductions
2. Shared Interest Group Project
 - February – T.J. BeMent will discuss making a leadership leap and how new leaders can get ready for leadership positions.
 - March – Speaker TBD 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
 - Suggested: [Carole's House of Hope](#), [The Kim Foundation](#), [Generation Diamond](#), [CRCC \(Children's Respite Care Center\)](#), and [No More Empty Pots](#)
 - i. SurveyMonkey to be sent out early 2025 (after midyear conference) to pick our Community Service Project
 - ii. Other suggestions welcome! Could be local to Nebraska or anywhere.
4. Midyear Conference – Atlantic City, New Jersey
 - ECP and First Time Attendee Meet and Greet on February 9th at 4:30pm
 - Check out ECPers presentations!
 - i. Creadell Webb presenting Effective Tools for Staff Engagement and Dialogue around DEI
 - ii. Erika Schmid presenting with David Engle on Do I Really Know Why?
5. Next meeting:
 - February 26, 2025



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

- Speaker: David Slayton from the Los Angeles Superior Court
 - Proposed ECP when he was on the NACM board.
 - Started working with the courts by accident – needed a job and heard there was one at the courthouse filing documents in the basement.
 - Shifted into the clerk’s office and then made his way into the courtroom as a clerk. Moved up to being a court coordinator.
 - Shifted to the Federal court as a docketing clerk and then came back to State court as a supervisor.
 - Became a court administrator and got into NACM.
 - Was on the NACM board by 27 years old. NACM present by 34 years old.
 - Making the leadership leap and obtaining respect.
 - Leadership isn’t about an age or a tenure, it is about what you bring and your ability.
 - How to accelerate your career
 - Master your craft – use resources, research, and credentials.
 - Take initiative and solve problems – leadership is about stepping up before the title comes.
 - Build relationships and visibility – it doesn’t matter how good the idea is if you don’t have good relationships to sell it. People will promote those they trust.
 - Earning respect as an early career leader
 - Confidence without arrogance – be humble.
 - Communication and presence matter – focus on improving communication skills and it takes practice. Dress the part.
 - Let results speak louder than age – if you are delivering consistent results, no one will care your age or how long you have been around.
 - Shifting focus from youthfulness to credentials
 - Own your accomplishments – people should know your accomplishments and advocate for your ideas.
 - Lead with “Why” and strategy – think beyond the task level and more to the long-term goals.
 - Handle resistance with composure – some people will challenge your authority but respond with professionalism.
 - Key takeaways
 - Performance, not age.
 - Respect earned.
 - Shift focus.