



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, October 23, 2024 / 1:00 P.M. EASTERN

Minutes

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

- Speaker: Zenell Brown – Michigan Supreme Court
 - Who do I have coffee with?
 - Create a way to start conversations with mixed generations by just getting coffee with a group of people.
 - Started having discussions about advancing her career in this coffee group.
 - Even when people left, still had that coffee group.
 - Mentoring
 - Often, we see the more experienced helping the new people. But just jumping in to help new people in general is mentoring too.
 - Micro or informal mentoring – like speed dating for mentoring.
 - Networking
 - Fixed idea to go somewhere and pass out business cards.
 - Really, she brings an early career professional friend/colleague along with her to an event and then uses that as an opportunity to introduce that early career professional to others.
 - Offer to Support and Collaborate
 - Really comes from the seasoned professional. Doors were opened by others who were already in the position.
 - Then the new person can bring up fresh ideas, so the seasoned professional can step back.
 - Take pictures and say you will send the pictures to everyone – great way to connect with that person as well as introduce social media connections.
 - Social media can be an amazing tool! The things that get the most likes and comments are when you post your accomplishments.
 - Think about how diverse your social circle is too. Think outside of your profession, but others who are involved in your profession but not in it. Open your social circles and see how much you can bring to it.
 - Planning for the next year
 - Start that vision board for next year! Brainstorm what you want to do and what is your vision for your career.
 - Have an idea of general things – teaching, mentoring, conferences, etc.
 - Who do you want to meet? What do you want to do?
 - Question: How do you stay so positive?
 - Try to look for what flows. If she is having coffee with someone and sees how she connects with them, there is motivation to help.
 - Find your top 3-5 people that will give you energy. Because those people will motivate you too.
 - No strict timeframe for how your career goes either. You are on your own time between being an early career professional and a seasoned professional.



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Part 2: ECP Group Meeting (1:30-2:00 p.m. E T)

- Welcome / Introductions
- Shared Interest Group Project
 - November/December – Combined! On December 4th now.
 - Our speaker will be Kristie Collier – discussing NACM Committees
 - Ideas:
 - Early Career based on career change. What does it look like when you are transitioning to a new role? What does that transition look like and how does someone navigate it?
 - When you take a leadership leap, how does a new leader also lead their former colleagues? How do you get yourself ready for a leadership position? How do you grow your personal brand?
 - How do you obtain respect when you are an early career professional? How do we have people focus on our credentials instead of on our outward appearance?
- Community Service Project for Annual Conference
 - Suggested: [Carole's House of Hope](#)
 - Other suggestions welcome! Could be local to Nebraska or anywhere.
 - Found: [The Kim Foundation](#), [Generation Diamond](#), [CRCC \(Children's Respite Care Center\)](#), and [No More Empty Pots](#)
 - Might create a SurveyMonkey so we can vote on which one we want for the Annual Conference
- Next meeting:
 - December 4, 2024