



# National Association *for* Court Management

## EARLY CAREER PROFESSIONALS (ECP) GROUP

*Wednesday, April 26, 2023 / 1:00 P.M. EASTERN*

### 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 Group Meeting (1:00-1:30 p.m. EST)**

#### 1. Welcome / Introductions

Stacy Worby  
Dawn Palermo  
Erika Schmid  
Katie Hempill  
Natalie McKinney

#### 2. Shared Interest Groups Project

- April – Group Discussion: What do you wish you knew before working for the courts? | Court Manager Article

##### i. Q & A instead of an article?

1. Time management tools
2. How to have a good work-life balance
3. How you felt when you first started out?

- a. Counterparts that could be a support system (it's natural to ask for help)

##### 1) Discussion Questions (from Katie)

- a) What is the biggest challenge you are facing in your career?
- b) What are your best time management tools?

*Contact: Stacy Worby – [sworby@akcourts.gov](mailto:sworby@akcourts.gov)*



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- i) <https://medium.com/better-humans/4-unsexy-one-minute-habits-that-save-me-30-hours-every-week-5eb49e42f84e>
      - ii) <https://www.calnewport.com/books/>
    - c) How do you ensure you have a healthy work-life balance?
    - d) How can you build your network?
    - e) What steps are you taking to grow in your career?
    - f) What are you doing to plan for your next step?
    - g) What skills do you need the most help with developing?
      - i) How
    - h) What has been your biggest learning curve since joining the courts?
  - May – Group Discussion: How to retain ECPs.
3. Scholarship Review and Recommendation Committee
4. Annual Conference | Tampa, Florida | Fulfilling the Promise of Justice for All
- NACM Cares project
    - i. [Clothes to Kids \(#2\)](#)
    - ii. [Glazer Children's Museum](#)
    - iii. [Foundation for Community Driven Innovation \(#1\)](#)
  - Highlighting ECP during the conference
    - i. ECP design logo suggestion (Whitney Freese)
    - ii. Posters/handouts/slides for plenary room
      - 1. Postcards for handing out at reception (any volunteers to help?)
5. General Discussion
- Luke Emerson has a Book/Article review about "Reverse Mentorship, how young workers are teaching bosses" in the upcoming Court Express
  - Resource listing all the publications that we work with & contact information? How they are affiliated with NACM – send email requesting a list from Greg | all court related publications NACM/IACA/NCSC






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6. Next meeting:

- May 24, 2023

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



The NACM Early Career Professionals (ECP) Group presents:

### Roundtable Discussion

**What do you wish you knew before you started working for the courts?**

Join the ECP group by Zoom on  
Wednesday, April 26<sup>th</sup> at 1:30 p.m. (Eastern)

**NETWORK.PARTNER.ADVANCE**

Katie Hempill  
Stacy Worby  
Erika Schmid  
Samantha Wallis  
David Concepcion  
Natalie McKinney

- How to communicate with judges.
- How to work with politicians who control the budget. Very much trial by fire, no resources, have to make it up as you go. No guidelines, things change often. Be very flexible working with the court system.
- How to work with attorneys better. So used to working for attorneys, not with attorneys.
- Working with judges.
- Have an intro for their new employees, how to address judges, etc.

*Contact: Stacy Worby – [sworby@akcourts.gov](mailto:sworby@akcourts.gov)*



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- Would like to have known what a large volume of knowledge that one needs to know just at an entry level position.
- How many different career opportunities there are within the court system. Never considered originally working with the court because 'that's what lawyers do" but there are many other types of jobs (architecture/design, security, administration) once you are in the system you can path it out.
- Dealing with technology & how it changes.
- The bureaucracy is difficult to deal with. Dealing with mental health, see everything that the judge sees, all the exhibits, all the terrible things that happen in a court and at \$15/hour | better mental health or knowledge on what you may see in a courtroom.
- **Retention of ECP – how to retain ECP**
- Ho to know what career advancements are available.