

Leadership

Key concepts Leadership Theories and Models Leadership Structures in Courts
Leadership Roles and Shared Leadership Determining Leadership Style

Executive Summary

Leadership is an energetic process of creating vision resulting in commitment to a direction and a preferred future. Just as there is no one best way to manage courts, there is no best way to be a court leader. Leadership is highly personal – some people are naturally skilled. Everyone can learn good leadership techniques.

Learning Objectives

As a result of this education, participants will be able to:

- Compare management and leadership and the importance of each;
- Understand leadership and credibility, trust, ethical behaviors, and governance;
- Understand and analyze the traits, habits, and models of leadership;
- Design and foster an appropriate organizational culture, effective communication, collaborative decision-making, and teamwork;
- Understand the importance of strategic management for vision, purpose, planning and analysis, and high performance;
- Determine the relationships and connections for effectiveness in an interdependent judicial system;
- Know keys for personal and organizational legitimacy through transparency and accountability.

Activities

There are corresponding activities for each learning objective, including:

- Leadership Self-Assessment
- Evaluating Relationships
- Leadership Action Planning

Curricular Resources

The full curriculum has a detailed listing of relevant resources and a bibliography.

- Samples of Leadership Models
- Leadership Roles
- Bibliography

Leadership Curriculum

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Section 1 | Overview of Leadership

- Leadership involves working with people, building strategies, focusing on results, supporting innovation, leading oneself
- Leadership is not tied to position
- Leadership matters and is different from management

Section 2 | Leadership in the Courts

- Organizational structures impact leadership practices
- Leaders benefit by working for governance that promotes principles of independence

Section 3 | Leadership Theories, Models and Styles

- Trait Theory – leaders are born with skills and talents
- Behavioral Theory – leadership can be learned
- Participatory – participant sharing in decision making
- Situational – situations dictate leadership styles
- Transformative – focus on transforming people
- Servant – leaders serve as much as they lead

Section 4 | Leadership Roles in the Courts

- Innovator
- Motivator
- Communicator
- Collaborator
- Visionary
- Strategist
- Diagnostician
- Statesman or Trusted Advisor

Section 5 | Shared Leadership in the Courts

- Leading through relationships and interdependencies
- Use of a global perspective
- Leading with groups and teams

Section 6 | Determining Your Own Style

- Leadership as a personal journey
- Leaders need to know their strengths and weaknesses and find their “own voice”

General Resources:

[Leadership – NACM CORE® Curriculum](https://nacmnet.org/competency/leadership)
nacmnet.org/competency/leadership

[NACM CORE®: What Court Professionals Need to Know](https://nacmnet.org/nacm-core)
nacmnet.org/nacm-core

[The CORE® in Practice – a Guide to Strengthen Court Professionals through Application, Use, and Implementation](https://nacmnet.org/wp-content/uploads/THE-CORE-IN-PRACTICE-Guide-2023.pdf)
nacmnet.org/wp-content/uploads/THE-CORE-IN-PRACTICE-Guide-2023.pdf