

LEADERSHIP CURRICULUM GUIDELINES

State Association Ranking

From the perspective of your state association which of these eight Caseflow Management Curriculum Guidelines should be developed first?

Highest ranking = 1
Lowest ranking = 5

**Your
Score**
1-5

**Group
Score**
1-5

Curriculum Guidelines

1	<p>Be Credible in Action Effective court executives are action and results oriented. They understand themselves and demonstrate personal integrity. Judicial insiders and outsiders know what successful court leaders believe in and what they will do. They are transparent. Clearly court leaders without technical skills are not credible. Just as clearly, however, character, trustworthiness, honesty, accountability, and ethics create credibility, regardless of the court leaders brainpower or technical skills.</p>		
2	<p>Create Focus Through Vision and Purpose Without vision, people and organizations stagnate. More courts fail from a disconnect from fundamental court purposes than from a lack of resources, technical knowledge, or even effort. Effective court leaders understand that vision and purpose are critical and practical. Strategic plans and initiatives are created, communicated, understood, and implemented. Resources are concentrated on critical priorities. Leaders use the power of their office to motivate and to focus individual and departmental contributions to courts and court systems. They allow, require, and inspire individuals to contribute to the judiciary's enduring missions and values.</p>		
3	<p>Manage Interdependencies: Work Beyond the Boundaries Judicial independence requires effective management and coordination of the court's interdependencies with the executive and legislative branches and myriad public and private organizations in the interest of court performance and effective justice. While judicial independence is essential to liberty and justice and while impartiality on a case-by-case basis must be absolute, active leadership of and collaboration with others, both inside and outside the court, is mandatory.</p>		
4	<p>Create a High Performance Work Environment Leadership differs from management, yet they go hand-in-hand in high-performance courts. Leadership is necessary to vision and to promote needed change and growth. Management is required to pace it, to deal with complexity, and to coordinate disparate work processes. Effective courts and court executive teams stand out both in maintaining routines and bringing about needed change. Power is used, but it is a team and court-wide effort. Successful courts have leaders who inspire trust and teamwork and who understand group process and use groups well. Initiative is encouraged. Innovation is pushed. Excellence is demanded, recognized, and rewarded. Leaders understand other's needs and talents. They excel in "servant" leadership. They both lead and serve others.</p>		
5	<p>Do Skillful and Continual Diagnosis Because there is no one best way to manage courts, court managers must use hard and soft data to analyze unique court management circumstances and conditions. Reliable data and informed analysis produce the basis for accountability and continual improvement.</p>		

LEADERSHIP CURRICULUM GUIDELINES

Personal Learning Need And Interest; And Importance Ranking

Highest ranking = 1
Lowest ranking = 5

Your personal learning need and interest
1-5
Importance to your court organization
1-5

Curriculum Guidelines

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