

**Judicial District Executive Seminars**  
**North Carolina Judicial College and the Administrative Office of the Courts**  
**September—November 2007**  
**Knapp-Sanders Building, UNC at Chapel Hill**

*“Making Local Courts Work”*  
*(All events are in the Knapp-Sanders Building*  
*unless otherwise indicated)*

## **Seminar 1**

**Sept 12** *‘Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed it is the only thing that ever has.’ Margaret Mead*

7-9/Dinner and introduction of people and to course – *Dining Room & Room 2402*

Cindy Bizzell, Administrative Office of the Courts

James Drennan, Institute of Government

- Simple introductions?
- Why are you here? What do you want to get out of the seminars? What concerns you about them?
- Course summary
- Ground rules

*‘What are you, some kind of justice freak?’ New Yorker cartoon*

**Sept. 13** *‘You’ve got to be very careful if you don’t know where you’re going, because you might not get there’ Yogi Berra*

9/The importance of trial court leadership - *Room 2402*

Dan Becker, State Court Administrator, State of Utah

10/Visions of a justice system that works, has the confidence of the public and does justice – *Rooms 2502, 2503, 2507, 2508*

Jim Drennan and small groups

10:30/Break

10:45/Visioning--small groups report back

11:00/What the public thinks of its courts

Jim Drennan

12/Lunch at the Institute

1/Leadership styles and why they matter

3:30/Break

4/Leadership styles, continued

5/Recess

7/Conversation and dinner

Parizade’s

*‘None of us is as smart as all of us.’ Blanchard Training and Development promotional button*

**Sept. 14** *Insanity is doing the same thing over and over again and expecting different results.* Einstein  
9/Assessment of information available to manage the courts – Room 2402

Jim Drennan and participants

9:30/Roles and issues, through others' eyes—*Small group activity, by job type*

- *What are the main issues currently confronting each of the other job types represented in the group?*
- *What are the main sources of friction that your job type poses for each of the other groups?*

Cindy Bizzell/Jim Drennan

11/Roles' small groups report back

12/Lunch and adjourn

*'The map is not the territory.'* Alfred Korzybski

CJE Credit Hours = 9

## **Seminar 2**

**Oct. 4** *'It must be considered that there is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to handle a new order of things.'* Machiavelli

7/Dinner – Dining Room

7:45/Socratic discussion of Divided No More – Room 3301

Jim Drennan

*I sat down because my feet were tired.* Rosa Parks

**Oct. 5** *'I always thought that record would stand until it was broken.'* Yogi Berra

9/Fishing, leadership and collaborative decision-making—*small group activity* – Rooms 3301, 2502, 2503, 2507, 2508

Phillip Boyle, Institute of Government

10:30/Break

11/Fishing, continued

1/Lunch

2/Fitness, nutrition and good health

Dorothy Wood

3:45/Break

4:15/Self-assessment of your local court system

Jim Drennan and seminar participants

5/Recess

6:30/Dinner at Jim Drennan's

*'True enjoyment comes from activity of the mind and exercise of the body.'* Humboldt

**Oct. 6** *It's my job to talk and yours to listen, but please, let me know if you finish before I do.*

*Anonymous*

9/Why is listening to others so hard in committee meetings, and

how can we do it better? – Room 2402

Cindy Bizzell

10:30/Break

11/District teams issue identification

*What are the two or three most significant issues facing the court system in the district? What information is needed to develop a plan for addressing them?*

12/Lunch and adjourn

*'There seems to be a lot of time wasted for jurors. Maybe the judges and attorneys could be kept waiting sometime so that they might know how jurors feel.'* Forsyth County juror. *'Recliners for naps would have been great.'* Guilford County Juror. Quoted in Saxon, *The Verdict Is In*, Popular Government, 1999.

CJE Credit Hours = 10

### **Seminar 3**

**Oct. 31** *'It's very hard for an organization or an institution to achieve more than the leader can imagine. If you determine to run a five-minute mile, you'll never run a four-minute mile. The leader sets the conditions as to what we aspire to. . . I'd like to think that . . . someone can be a leader and see or smell a new idea and own it. But there has to be an openness of wanting to do that. There has to be a market there, otherwise you can just spin your wheels all you want to.'* Suskind, The Price of Loyalty, quoting Paul O'Neill.

7/Dinner – Dining Room & Room 3301

Leadership

Willow Jacobson, School of Government

**November 1** *"You don't know until you measure; you don't measure what you don't value; you don't value what you don't measure"* Anonymous. *Not everything that can be counted counts, and not everything that counts can be counted.* Einstein

9/Court performance metrics—How are we doing? – Room 3301

Ingo Keilitz, President, Sherwood Associates, and former Director, Institute for Court Management, National Center for State Courts

10:15/Break

10:45/Court performance, continued

12:00/Lessons from successful teams

Panel discussion: Kathy Shuart, Trial Court Administrator – District 14

Don Ramsey, Clerk of Superior Court – McDowell County

Judge Robert Brady, Chief District Court Judge – District 25

Judge Beverly Beal, Senior Resident Judge – District 25A

12:45/Lunch

1:45/Keys to collaborative decision making  
Cindy Bizzell

3:15/Break

3:30/Designing an effective working procedure  
Cindy Bizzell and Jim Drennan

5/Recess

7/Dinner and conversation, Nana's

*'I haven't failed. I've found 10,000 ways that don't work.'* - Ben Franklin

November 2 *'I believe that leadership, when you are preponderant but not omnipotent, has to be consensual. In other words, there has to be a shared diagnosis of what is happening in the world and some shared strategic direction. The strongest party can influence both, but even then it cannot impose it on others. Zbigniew Brzezinski*

9/District teams develop plans to address local system problems—*district teams*

11/Break

11:15/Report back on plans and progress  
Jim Drennan

11:45/Evaluation of seminars  
Jim Drennan/Cindy Bizzell

12:15/Lunch and adjourn

*The best way to get something done is to begin. Anonymous*

CJE Credit Hours = 10