



JUDICIAL
COLLEGE

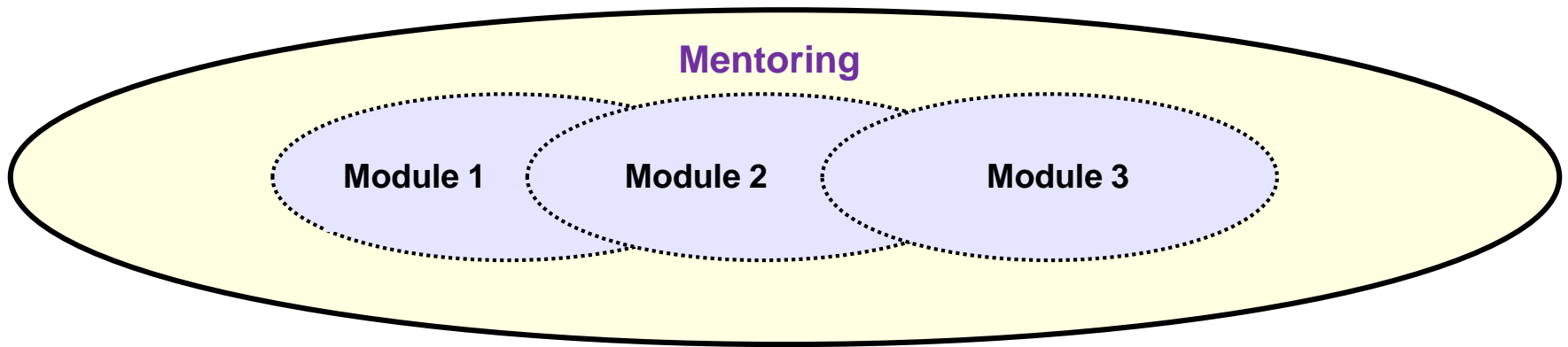
**The National School of Judges - Thessaloniki (Greece)
Leadership Conference
July 1st 2015
Dr. Kay Evans**



Judicial Leadership development: Presentation outline

- Leadership and Management Development in England and Wales.
- Building mutual understanding and trust; an example from our Programme
- Challenges and lessons learned.

Programme Overview

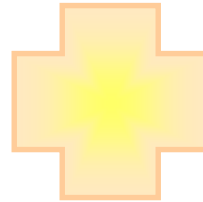


Workshop

Activities and discussions

Input from senior leaders

Action planning



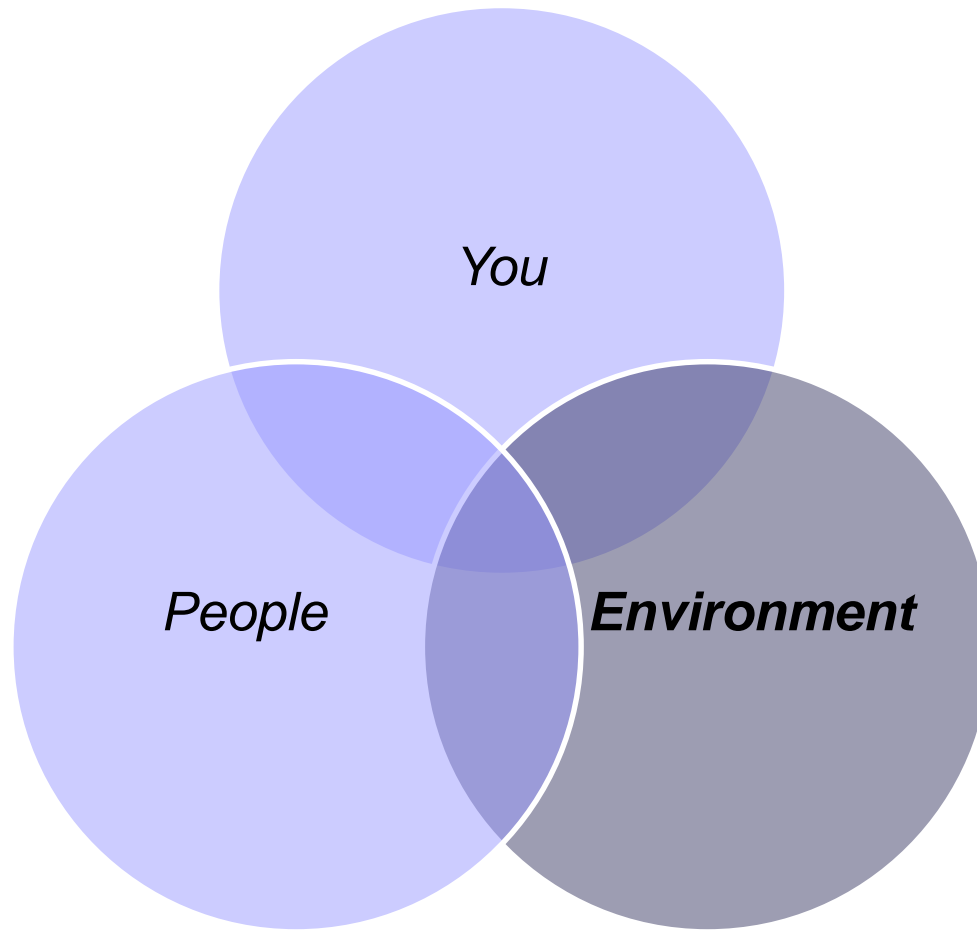
Work based Application

'Doing' leadership and management

Delivering the changes and strategy

Personal reflection

The three topic areas for the Programme:



Workshop one: Your leadership environment

Pre-course work:

- Questionnaires to consider your influencing styles
- Questions to consider your environment and relationships

During the Workshop:

- Understanding your environment and your leadership role
- Working in partnership with others
- Why change is both difficult and important

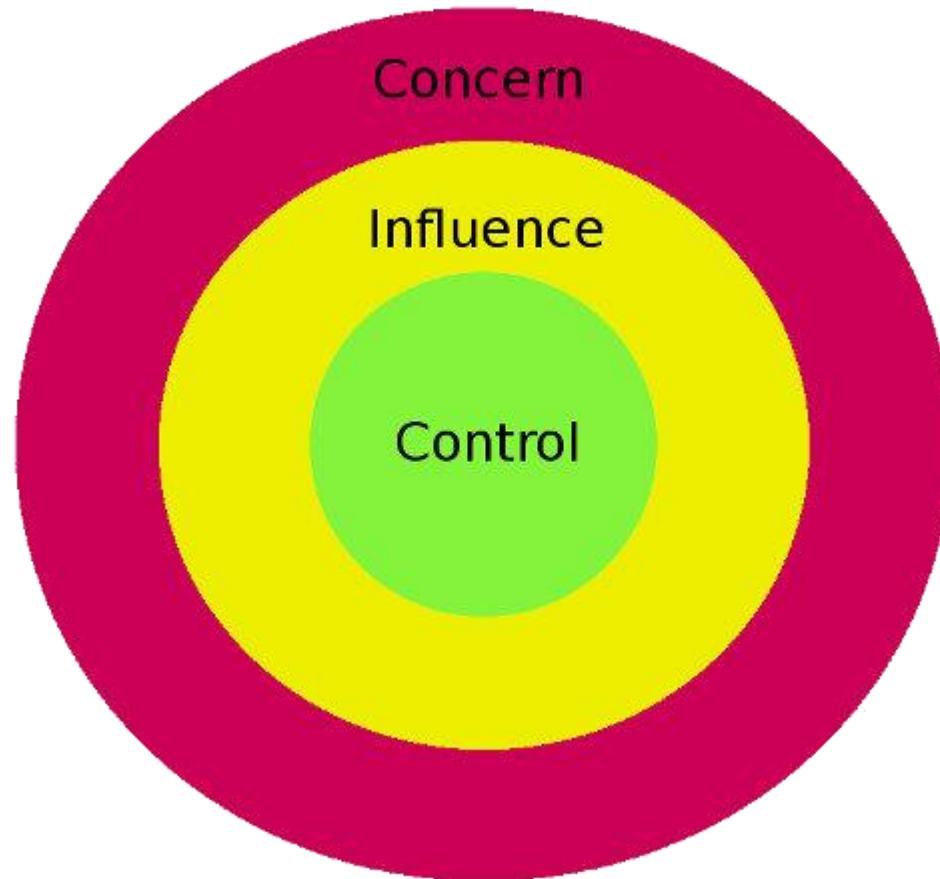
Post the Workshop:

- Activities to build relationships
- Developing your strategy
- Mentoring

Six Principles of Leadership and Management

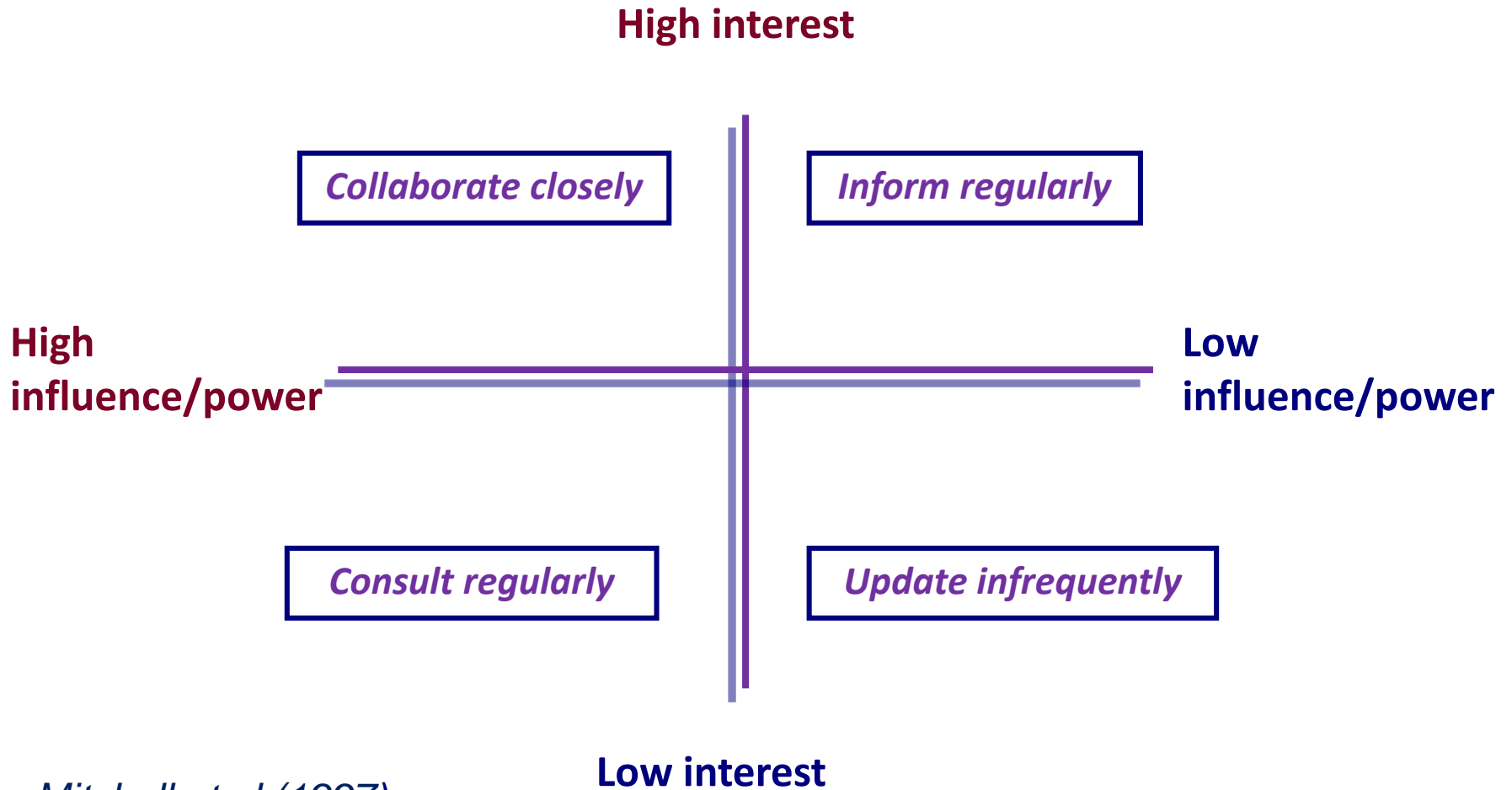
1. *Leaders get things done through others*
2. Leaders define the future for the organisation
3. Leaders inspire others through their commitment and enthusiasm
4. Leaders act as role models
5. Judicial leaders manage the process but not all the people
6. *The skills that have made you successful so far may not be all that is needed for the future*

Understanding your environment: You



Based on a model by Dr. Stephen Covey

Understanding your environment: Others



Mitchell et al (1997)

Understanding your environment: Activity

In pairs identify those organisations and individuals with whom you already do or could interact and consider them in light of the previous two models:

- In which relationships do you think you have an effective level of control or influence?
- On which relationships do you think you should be expending your energies currently?
- Are there any relationships that give you concern and why?



Developing your priorities: Activity

In pairs discuss the following questions:

- When I look back what do I want to have achieved as a leader?
- What are my top two or three priorities?
- What are my first steps towards making this work?
- ***Who do I need to involve and how?***



Challenges and lessons learned

1. The Programme requires fearless, judicial advocates. Some of the messages about leadership can be unwelcome. It is important to have senior judges who are role models in leadership to support the programme and provide those consistent and challenging messages.

2. A one day workshop cannot change behaviour; however it can begin the process of thinking differently. Follow up options are essential:

Coaching

Mentoring

Master-classes

Networking



Challenges and lessons learned

3. Mutual understanding and trust are built through personal contact. Getting to know someone as a person, rather than as their 'role', enables that process. Our programme encourages participants to:

Learn people's names

Find common interests

Share cake!

