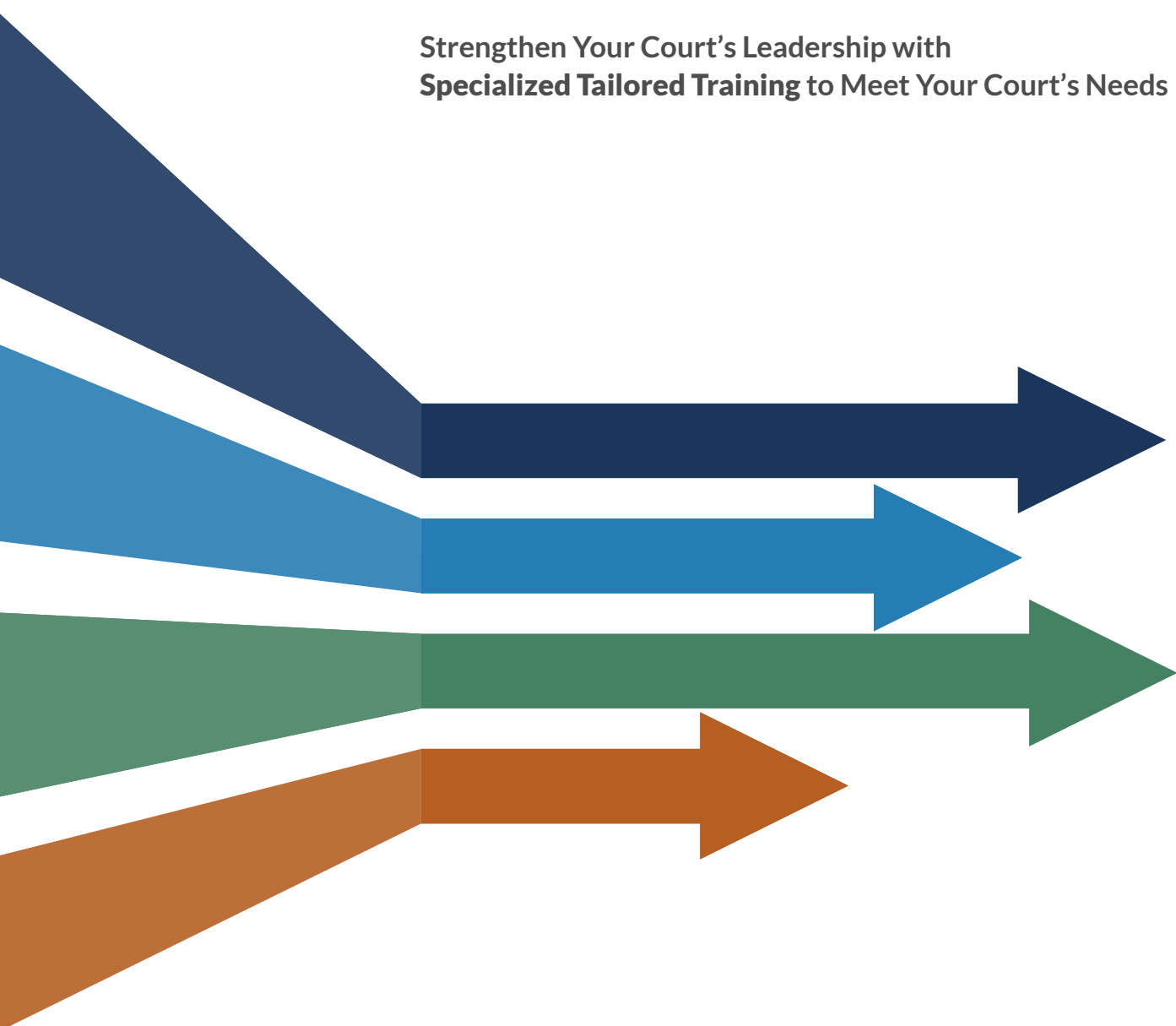


LEADERSHIP REIMAGINED:

Customized Training for Court Leaders

Strengthen Your Court's Leadership with
Specialized Tailored Training to Meet Your Court's Needs



Great leadership isn't one-size-fits-all—neither is our training.

Whether you're a judge, court administrator, or part of a leadership team, our **customized leadership courses** are designed to meet your unique needs. From short presentations to multi-day workshops, we deliver training that **enhances collaboration, decision-making, and leadership effectiveness** in the courts.

We partner with your court to craft experiences that address your unique challenges and goals.

Our courses are delivered **in person**, with options for **virtual** presentations on select topics. Whether you need a few hours, a full-day deep dive, or a multi-day customized training course, **we will work with you** to create a program that fits your court's goals.

Course Offerings

For Court Leaders

(Judges, Administrators, Managers)

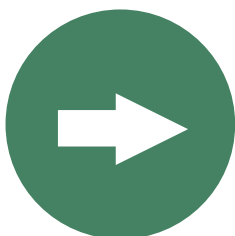
- » Building Effective Teams
- » Decision Making Tools
- » Influencing Change during Times of Transition
- » Leadership 101 and Court Culture
- » Leadership and Multigenerational Teams
- » Leading in Times of Conflict and Challenge
- » Leading with Mindfulness and Compassion/Judicial Wellness
- » Peer to Peer Coaching Training Program

For Judicial Officers

- » Peer to Peer Judicial Coaching Training Program
- » Peer to Peer Judicial Mentor Training Program

For All Court Staff

- » Becoming a Better Listener
- » Effective Time Management
- » Enhancing Collaboration Through Building Trust
- » Leading Difficult and Courageous Conversation



Continued Learning Opportunities

Leadership development doesn't end when the course concludes. We offer **Executive Coaching** services in the form of one-on-one coaching, productive pair and team coaching, or custom training to reinforce skills, apply real-world case studies, and support long-term growth. Maintain the momentum with approaches tailored to your court's evolving needs.

Let's build a program that fits your needs.

**Stand-alone
1-3 hour
presentations**

In-person or virtual

**Customized
1-4 day on-site
training**

*Perfect for
judicial or court
conferences*

**2-day
introduction
to coaching**

Customizable

Investment

Contact us for a proposal and quote.

Get in Touch

 executivecoaching@ncsc.org

 ncsc.org/leadershiptraining

Meet our Experts



Kristen Trebil-Halbersma

Managing Director,
Court Services



John Bello

Deputy Managing Director



Abby L. Kuschel

Principal Court
Management Consultant



Jawwaad Johnson

Principal Court
Management Consultant



Alecia Burke

Senior Court
Management Consultant



DeShield Greene

Senior Court
Management Consultant

Leadership Workshops

All courses can be
customized to your
court's needs.

Workshops for All Court Staff

Judges, Administrators, Managers, and Staff

A Guide to True Connection: Becoming a Better Listener

ABOUT THE COURSE

In today's demanding, fast-paced world filled with distractions, connection is often the first thing that's deprioritized and replaced with distant, surface-level communication. Ultimately, becoming a better listener is about more than improving communication, it's about creating a more compassionate culture that creates space for all individuals to thrive. This session will dive into the art of active listening, teaching you the necessary skills to move your listening beyond hearing and into understanding and empathy. The goal of this session is to equip you with practical tools that you can use to build deeper connections, foster open and transparent communication, and cultivate a workplace environment of psychological safety.

In-Person

Virtual

Effective Time Management

ABOUT THE COURSE

The demands on a leader's time are immense. Unlike other employees in the organization, leaders typically work on several projects at once and in a broader breadth of capacities. In addition, leaders are tasked with making decisions and providing direction on a host of organizational issues, necessitating being briefed well enough to have appropriate context and background and having a sense when they lack key information to make a choice. To lead, be responsive to various stakeholders, and effectively problem-solve when the need arises, successful leaders must be effectively productive. Leaders must strategically manage their time and prioritize which tasks they give their time and attention to. The session provides a few tools to help leaders tackle their scheduling, assess their work style, and manage meetings.

In-Person

Virtual

Workshops for All Court Staff

Judges, Administrators, Managers, and Staff

Enhancing Collaboration Through Building Trust

ABOUT THE COURSE

Creating a culture of trust and collaboration in the workplace is essential for building a high-performing team. Trust serves as the foundational element in leadership teams where every decision, action, and goal hinges on its presence. When trust is present, you'll find that communication flows more freely, collaboration is more productive, and team members are more willing to take risks and be innovative. Vocalizing your perspectives to contribute effectively to a team, exploring the challenges posed by unwavering viewpoints within group dynamics, the value of reaching compromises and making sacrifices to foster unity, and identifying gaps in personal knowledge or reasoning which others can bridge are key values to establishing trust and collaboration. This session will explore those values with some fun and engaging activities.

In-Person

Virtual

Leading Difficult and Courageous Conversations

ABOUT THE COURSE

Much of a court leader's job revolves around communication. Requesting information and resources from others, engaging with team members and stakeholders, and communicating decisions. Sometimes leaders find themselves in difficult situations or needing to have courageous conversations. Most people do their best to avoid conflict or these types of conversations. Contrary to popular belief, conflict isn't inherently bad. Difficult conversations are a necessary part of working well with others. Reaching an understanding is often the first step toward creating a better work environment. This session will focus on active listening and strategies to tackle tough conversations as a leader.

In-Person

Virtual

Workshops for Court Leaders

Judges, Administrators, and Managers

Building Effective Teams

ABOUT THE COURSE

As a leader it is important to build effective teams around you. Top leaders understand that when their team functions well, it creates a positive court culture and has an energizing ripple effect across the organization. But, when a team struggles to work well together, that energizing effect is dampened or lost and can create misalignment and confusion. This session focuses on personality and behavior styles on teams, how each style responds to challenges and conflict, how you can influence others, and how you best communicate and inspire others. By understanding these dynamics, you can ignite teamwork, leadership, and communication in your workplace.

In-Person

Virtual

Decision Making Tools

ABOUT THE COURSE

As a leader, your focus shifts from directly engaging in day-to-day operations to managing systems and teams, problem-solving at an organizational level, and making high-impact decisions. In addition to all the other responsibilities that come with the leadership role, decision making can often result in fatigue either from the sheer number of decisions that need to be made, the scale of an issue, and/or the attention and research required to adequately understand the context surrounding the issue. With experience, leaders develop their own approaches to the decisions that they need to make and learning and adopting new tools over time. This session will share a few tools that can help you prioritize and think strategically in a systematic way about the timeline, resources, stakeholders, and impacts of the decisions facing you.

In-Person

Virtual

Workshops for Court Leaders

Judges, Administrators, and Managers

Influencing Change during Times of Transition

ABOUT THE COURSE

The ability to influence others is an essential leadership skill. As they say, “behind every great leader is an army of followers acting in support of their mission or cause.” But how do you do it? This session will explore ways to influence others and get behind your “why.” Successful leaders establish a clear vision, share that vision with others so they are willing to follow, provide information, knowledge, and methods to realize that vision, and recognize change as opportunities for improvement. Easier said than done, but by understanding how you as a leader can model and drive positive change, it will make transitions easier for those around you.

In-Person

Virtual

Leadership 101 and Court Culture

ABOUT THE COURSE

This session will provide judges and court leaders with resources and strategies to strengthen skills required to lead and govern court systems effectively and explore the productive pair relationship in a loosely coupled organization. Do you lead with traditional leadership styles or have you mastered new “emerging” leadership styles? In the current environment, you need both to be a successful leader. This session will describe both traditional and emerging leadership styles and the necessity to toggle back and forth between the two depending on the situation you find yourself in as a leader. Out with the old, and in with the new...hold tight, both approaches are necessary to your success!

In-Person

Virtual

Workshops for Court Leaders

Judges, Administrators, and Managers

Leadership and Multigenerational Teams

ABOUT THE COURSE

As court leaders you are responsible for a variety of organizational and workplace tasks including recruiting and hiring staff, personnel management, and managing a multi-generational team. This session will touch on today's workplace, which includes members of five different generations and highlight the challenges and opportunities that come with leading multigenerational teams. Generational diversity demands a versatile approach to leadership from recruitment and retention practices to personnel management to communication. This session will explore the mindsets, values, and performance drivers that important to all generations that will help you lead others more effectively in the day-to-day operations of your court.

In-Person

Virtual

Leading in Times of Conflict and Challenge

ABOUT THE COURSE

This session will explore strategies and tools needed to effectively navigate organizational challenges and crises while fostering collaboration and innovation. This program uses the dynamics of finite versus infinite mindsets and their impact on trust, cooperation, and organizational resilience. You will gain practical insights into identifying and addressing resistance, managing non-cooperative team members, and building a culture that thrives under pressure. Through interactive discussions, real-world examples, and actionable techniques, this session will prepare leaders to inspire their teams and drive sustained success even in the face of uncertainty.

In-Person

Virtual

Workshops for Court Leaders

Judges, Administrators, and Managers

Leading with Mindfulness and Compassion/Judicial Wellness

ABOUT THE COURSE

Demanding roles take a toll on your physical, cognitive, and emotional health. Stress and burnout are common manifestations of this toll. As a leader, recognizing that at some point stress and/or burnout will affect how you lead is the first step towards countering them. Taking time to recharge and focus on your mental and physical wellbeing and building resiliency over time is critical. Mindfulness is a set of tools that can help you develop greater mastery over your cognitive capacity and emotional wellbeing. Practicing mindfulness can help you cultivate skills associated with clarity that are useful to decision makers and leaders.

Virtual

In-Person

Peer to Peer Coaching Training Program

ABOUT THE COURSE

Courts are “loosely coupled systems” that require specific leadership skills to engage judges and administrators in ways that bring forward your team’s best work without sacrificing expertise, autonomy, and innovation. Coaching is a partnership that provides the space for individuals to maximize their personal and professional potential. The goal of peer coaching is to help individuals within the judicial system to become more effective leaders within the judiciary while enjoying overall optimal lives. This session is designed to train court staff to be peer coaches within their jurisdiction. NCSC utilizes International Coaching Federation (ICF) certified coaches to partner with courts to build peer-to-peer coaching programs in targeted ways to meet the specific needs of each unique court system.

In-Person

Workshops for Judicial Officers

Peer to Peer Judicial Coaching Training Program

ABOUT THE COURSE

Judicial coaching is a partnership between a coach and a coachee within the judicial system that aims to maximize the coachee's personal and professional potential. The goal of judicial coaching is to help individuals within the judicial system to become more effective leaders, deliver superior justice and enjoy optimal lives. This session is designed to train judicial officers to be peer coaches within their jurisdiction. NCSC utilizes International Coaching Federation (ICF) certified coaches to partner with courts to build peer-to-peer judicial coaching programs in targeted ways to meet the specific needs of each unique court system.

In-Person

Peer to Peer Judicial Mentor Training Program

ABOUT THE COURSE

Judicial mentoring is a relationship in which an experienced judicial officer provides guidance, support and advice to a less experienced judicial officer with the intended purpose of personalized, professional growth. The goal of judicial mentoring is to create meaningful relationships within the judiciary that foster growth, provide support and encouragement to navigate challenges and lead individuals to be more efficient and effective in their judicial roles. This session is designed to train judicial officers to utilize a coaching mindset to be effective peer mentors within their jurisdiction. NCSC partners with courts to build peer-to-peer judicial mentoring programs in targeted ways to meet the specific needs of each unique court system.

In-Person

Client Testimonials

What Court Leaders
are Saying



The content is very applicable to my work, and I enjoyed the use of **real-world examples** that allowed my team to work through **practical** scenarios together.

I have been attending CJE's for 15 years. **This is the single best training for judges I've ever attended...by far.** I've been attending CLEs for 33 years, and this is the second best training I've ever attended overall.



Get Started Today!

Scan the QR code, or contact us to discuss your training needs and to receive a personalized proposal.

ncsc.org/leadershiptraining

NCSC

NATIONAL CENTER FOR STATE COURTS

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