



Court Leadership and High Performance


Issue # 3
April 24, 2023

This series profiles high performance.

 Issue 2 – Self or individual

 Issue 3 - Court leader

 Issue 4 - Team




 Issue 5 - Judges

 Issue 6 - Justice system

 Issue 7 - High Performance RX

What is High Performance?

High performance is an orientation toward successful and results-based outcomes. And, it is:

-  Being better, faster, and efficient (Merriam-Webster)
-  Having an environment for workers to be as effective as possible to support business goals and provide high value (Gartner)
-  Sharing a common vision, goals, and metrics to collaborate, challenge, and hold each other accountable (LinkedIn)

This issue offers a sampling of practices for high performance for a court leader.



High Performance Habits

These habits represent... "a standard mental operating system and proven set of habits that reliably lead to long term success."

- *Seek clarity*
- *Generate energy*
- *Raise necessity*
- *Increase productivity*
- *Develop influence*
- *Demonstrate courage*

(From High Performance Habits)



Be an Internal Consultant

- *Welcome the challenge*
- *Bring a new perspective*
- *Facilitate the issues and topics*
- *Maintain open mindedness*
- *Evaluate with questions and inquiry*

(From Court Leaders as Internal Consultants)



Ask Questions

1. *What is our purpose?*
2. *How are we doing?*
3. *What do our customers think?*
4. *Where do we need to refresh things?*
5. *What prevents further changes?*
6. *What changes have we made recently?*

7. *Do we continually assess ourselves?*
8. *Did we make progress today?*
9. *Are we leveraging limited resources?*
10. *What is our message?*
11. *Are we able to sustain changes?*
12. *What else should we be asking?*

(Adapted from "12 Smart Questions Every Court Leader Need to Ask")

Leadership Roles

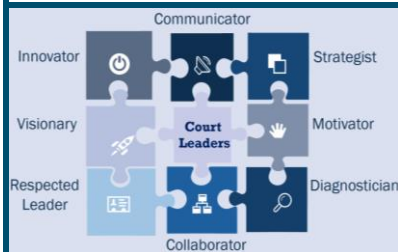
- *Recognize the different roles*
- *Use the role needed for the circumstance*
- *Understand that the role may change*

(From NACM CORE® Leadership)

Be a Turn Around Manager

- *Welcome challenges*
- *Use negotiation and communication skills*
- *Articulate and focus on goals*
- *Lead change efforts*

(From Court Leaders as Turn Around Managers)



Descriptive traits for high performance of a COURT LEADER include focus, awareness, curiosity, inquiry, and evaluation.

Resources: *High Performance Habits, Brendan Burchard, Hay House, 2017*
National Association for Court Management (NACM) CORE® Competency on Leadership, 2022
Court Leaders as Internal Consultants, conference presentations 2016 and 2018, Janet G. Cornell
Court Leaders as Turn Around Managers, conference presentation 2016, Janet G. Cornell
12 Smart Questions Every Court Leader Needs to Ask, Janet G. Cornell, NACM Court Manager, Summer 2015, V30:2

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