



Court Leadership And High Performance

Issue # 7

August 14, 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 concludes the series on high performance. It offers a summary prescription ("RX") for high performance.



An RX for High Performance (Traits and Actions):

TRAITS

Leadership commitment and focus
Transparency and accountability
Interdependency and role definition
System focus and processes
Justice council effectiveness
Governance structures and protocols

If becoming a high performing organization is the destination, leadership is the engine.

Ken Blanchard

ACTIONS

Provide policies and procedures
Use collaboration practices
Ensure team directions and goals
Demonstrate mutual trust and respect
Practice high performance habits
Seek self awareness and inquiry



Resources:

Building Resilience, Martin E. P. Seligman, *Harvard Business Review OnPoint*, Summer 2014
Criminal Justice Coordinating Council (CJCC) Essential Elements, National Institute of Corrections, Justice Management Institute, 2023
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Courts that Succeed, National Center for State Courts, 1990
Developing High Performance Teams, Walter E. Natemeyer, 2011
Enhancing Communications, Collaboration, and Collegiality in State Intermed. Appellate Courts, Council of Chief Judges/State Courts of Appeal, Dec. 2019
Governing in Loosely Coupled Courts, Gordon M. Griller, NCSC Trends in State Courts, 2010
High Performance Court Framework, National Center for State Courts, 2010
High Performance Habits, Brendan Burchard, Hay House, 2017
How a Unifying Purpose Brings Teams Together, Paul Krismen, YouTube Video, May 7, 2023
Managing Oneself, Peter F. Drucker, *Harvard Business Review*, January 1999
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Presiding Judge and Court Executive Officer Trial Court Governance and Leadership, Principles, Roles and Responsibilities, National Association for Presiding Judges and Court Executive Officers (NAPCO), April 2022
National Center for State Courts (NCSC), Trends in State Courts 2015
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Toward a Theory of High Performance, Julie Kirby, *The High Performance Organization*, Harvard Business Review, July-August 2005
What Makes a Leader, Daniel Goleman, *Harvard Business Review OnPoint*, Summer 2014
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12 Smart Questions Every Court Leader Needs to Ask, Janet G. Cornell, *NACM Court Manager*, Summer 2015, Vol. 30, No. 2



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