



# Court Leadership and Problem Solving

Issue #12

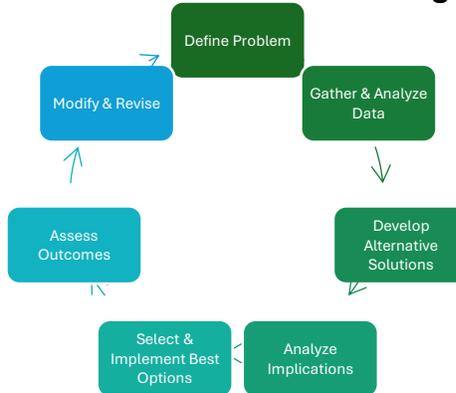
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## This Topic and Why

Court leaders continually face the need to solve problems. This series shares different problem solving techniques. Models build from the traditional problem solving pattern as depicted to the right and offer different approaches, and maybe inspiration, to use a process to resolve issues.

This issue offers a technique of problem solving using an action planning approach.

## Traditional Problem Solving



## Focus in This Issue:

# Action Planning Problem Solving

### Steps for an Action Planning Approach to Problem Solving

#### Determine the parts and elements of the plan

- Identify and state the desired objectives and goals
- Detail the specific execution steps within those objectives and goals

#### Replace broad resolutions with specific and measurable goals

- State the goals and directions in precise terms and details
- Set goals while balancing the realities of the challenge, motivation, or abilities

#### Identify the how, where, and when of activities needed for success

- Provide specifics on time frames and tasks to achieve the goals
- Include details on why, how, where, who, and when activities take place

#### Monitor progress

- Keep a record - both of successes and failures
- Use progress information for feedback toward any changes and process modifications

#### Reward for small achievements

- Use interim mileposts for rewards and celebrations
- Identify rewards that offer meaning and value to you and your court or organization

### The Concept in Practice:

- Creation of an action plan and task-based approach moves from having broad resolutions to generating detailed steps
- Action planning includes a measuring practice for monitoring, creating feedback for changes, and forward progress

### Tips

- Recognize that problem solving actions need details that create success
- Action specifics and defined/detailed goals lead to greater satisfaction
- Additional results are increased management of the overall change effort

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### Resources

Forget the New Year's Resolutions, Try Action Plans Instead, Angelo Kinicki, 1/7/2015

<https://www.azcentral.com/story/money/business/career/2015/01/07/forget-new-years-resolutions-try-action-plans-instead/21419945/>

