



Court Leadership And Professional Competencies

Issue #7
Fundamentals
of
Leadership
August 18, 2025

A Sampling of Professional -

Abilities
Competencies
Practices
Success Skills
Mindsets
Knowledge
Actions
Behaviors
Strategies



Many court leaders have been exposed to training on proficiencies from the National Association for Court Management, or workshops from the National Center for State Courts' Institute for Court Management or even university courses on judicial administration. This series reviews different KSAs from a variety of sources.



This list of leadership knowledge, skills, and abilities includes classic tenets, as noted in an article from Harvard Business Review. This list covers five “tried and true” leadership fundamentals as researched with over 40 successful leaders from different industries and organizations, academics, and practitioners on the proficiencies that leaders should master to effectively work with people and achieve common goals.

Framework for These Fundamentals

- The starting point to demonstrate these fundamentals may be different from person to person
- Some KSAs may require more effort and “heavy lifting”
- Situations may dictate approaching these skills in different ways

Consider

- ⇒ How do these fundamentals match with your own experiences and learning?
- ⇒ Can you put any of these fundamentals to use?
- ⇒ Where might these KSAs work for you?

Fundamentals of Leadership

1. Unite people around an exciting and aspirational vision
2. Build a strategy for achieving the vision and make choices on actions to take
3. Attract and develop the best talent to work on the strategy
4. Relentlessly focus on results toward the strategy
5. Create ongoing innovation to reinvent the vision and strategy
6. Know, grow, and lead yourself to effectively lead others and the overall vision

Resource: Ron Ashkenas and Brook Manville, “The Fundamentals of Leadership Still Haven’t Changed,” How to Lead Now, Harvard Business Review Special Issue, Summer 2024.

Content provided by:

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Revised 8/15/2025



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