

Rusk County CSCD Adopts New Vision

Rusk County Community Supervision and Corrections Department has adopted as its new vision “Rusk County: Serving our community and providing the framework for positive change.”

During his first few months as CSCD Director, Mark Hogberg discovered the department had no vision. “The staff did not have clear direction as to the reason for their existence. None of them were aware of the existence of the mission statement contained within the department’s justice plan. They were merely words that sounded good but were meaningless.”

Hogberg decided to remedy the situation by having his department adopt a vision “to drive daily operations, to serve as a constant reminder as to the reason for the department’s existence and to aid in the decision making process on a daily basis.”

Rather than dictating to the staff what the department’s vision would be, Hogberg charged the staff with the responsibility of developing a vision that was meaningful to them. To assist the staff in their responsibility, Rusk County CSCD contracted with Mel Brown and Associates to facilitate the vision development process.

The vision task force engaged in a number of exercises during the vision development process and drafted a number of vision statements before settling on the vision they adopted.

Hogberg stated, “a person much wiser than I said that you can be one of two things: part of the solution or part of the problem. Too many times probation departments find themselves on the wrong end of that statement.” Hogberg intends to ensure that Rusk County CSCD is not one of those departments.

Brown Becomes Corporate Coach

Mel Brown, MBA President and CEO, recently received a “Graduate Certificate” from Corporate Coach University International (CCUI) affirming his completion of training from one of the highest credentialed coaching schools under International Coach Federation (ICF).

Brown’s credentialing as a Coach emphasizes MBA’s focus on continuous quality improvement and will enable MBA to enhance the services it provides to organizational executives. Brown said that one of the reasons he decided to become a Corporate Coach

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Magazine Cover developed as part of a visioning exercise.

Lyons Joins MBA

Phillip Lyons, an internationally recognized professional in the law enforcement community, is the newest member of the MBA team. Dr. Lyons’ primary focus will be on Law Enforcement Training. He and



MBA President, Mel Brown are currently serving as co-trainers for the Montgomery County Texas Sheriff’s Office project “Effective Communication for Law Enforcement Personnel.”

Dr. Lyons is a Professor in the College of Criminal Justice at Sam Houston State University and serves as the Executive Director for the Texas Regional Center for Policing Innovation (TRCPI, formerly the Texas Regional Community Policing Institute).

Lyons completed his graduate work at the University of Nebraska program in Law and Psychology. He earned the Doctor of Jurisprudence from the College of Law and the Master of Arts and Doctor of Philosophy degrees from the Graduate College. His M.A. and Ph.D. studies concentrated on forensic psychology, a specialty track which overlaps the law and psychology program as well as the clinical psychology training program. He received his undergraduate degree from the University of Houston-Clear Lake.

Prior to attending graduate school, he spent several years as a law enforcement officer for the Alvin Police Department, the Alvin Community College Police Department and the Hillcrest Village Marshal’s office. When he left full-time law enforcement he was a detective specializing in crimes involving children.

Montgomery County Sheriff’s Office Staff Complete Leadership Program

Twenty-eight supervisors and managers for the Montgomery County (Tx) Sheriff’s Office (MCSO) have completed the leadership training program developed for their organization by Mel Brown and Associates.

Unlike other leadership development programs, the MBA program is tailor-made to fit the organization. Representatives from MCSO met with MBA representatives to determine the curriculum outline and the training schedule. MBA then developed and conducted the training at the MCSO’s training academy.

The training which occurred one day per month over a five month period is highly participatory and includes practical application assignments that participants are to complete between training sessions.

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was to expand his coaching skills and knowledge in order to be more effective at partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

“I wish there had been someone there to coach me when I first became an agency director,” stated Brown. “I might not have had to learn everything the hard way.”

Other Items of Interest

The **Correctional Management Institute of Texas (CMIT)** will be hosting its 37th Annual Chief Probation Officers Conference, October 4th through 7th at the Omni Hotel, San Antonio. To register, go to: <http://www.cmitonline.org/cal/?mode=view&item=328>



CMIT is also sponsoring a Mid-Management Leadership Program in Huntsville October 4th through 9th. For information, contact Robin Dulock. Dulock@shsu.edu

CMIT is also offering a course in “Effective Courtroom Testimony” For more information, go to: <http://www.cmitonline.org/cal/?mode=view&item=372>

Leadership Program (continued from page 1)

MBA has developed and conducted similar leadership training programs for Dallas County Juvenile Probation Department (Dallas, Texas), Jefferson County Juvenile Probation Department (Beaumont, Texas) and Tarrant County Juvenile Probation Department (Ft. Worth, Texas).

According to MBA President Mel Brown, “the goal of this approach to training is to deliver high quality leadership development programs on-site so that all supervisory personnel are getting the same training without having to be away from the office for an extended period of time. The approach we use provides an opportunity for participants to not only practice the skills being taught, but to also receive meaningful feedback from both their peers and the instructor.”

Brown added, “we adopted this approach to leadership development to eliminate as many of the disadvantages of off-site training programs as we could. In traditional training programs, all the training occurs in a class room setting. There is little opportunity for participants to practice the skills being taught and to receive feedback on their performance. As a result, participants have a more difficult time mastering the content of the training. By the last day of the program, they have forgotten much of what was covered on the first day.”

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