

## MBA Creating Telephonic Conference Site

In order to provide quality training in difficult budgetary times, Mel Brown and Associates will begin delivering training courses using a different venue—the telephone.

Dr. Mel Brown, MBA President and CEO, who has taken “executive coaching” courses through a telephonic conference site, stated “providing training via the telephone is already being used in the business world, and I think it has tremendous potential in the criminal justice arena, particularly during difficult budgetary times.”

“Since the courses are provided over the phone, the only cost is the course registration fee and the cost of the telephone call. With no hotel, mileage or food costs associated with the training, it can be extremely cost effective for organizations and individuals.”

When asked about this approach, Brown explained that the MBA Conference Site will be offering a variety of courses, particularly in the areas of management and leadership.

Each course will be a four hour course and will be offered one hour per week for four consecutive weeks. Once individuals have registered for a course, they will be emailed a course study guide, a telephone number to call each week, and a pass code which will provide them entry into the MBA Conference Site.

The courses will be led by a facilitator knowledgeable in the topic area. While the course outline will be predetermined, the facilitator will ensure the course is relevant to the needs of the participants by discussing real world issues. Participants will be encouraged to raise questions related to leadership and management situations with which they are dealing.

Brown stated that he plans to have the MBA Conference Site functional by the first of October. Prior to that time staff will be busy securing the required technology and developing course content and study materials.

Individuals who have questions about the MBA Conference Site or have suggestions for potential training topics are encouraged to contact Mel Brown at 936-273-0919 or [ceo@melbrown.org](mailto:ceo@melbrown.org).

## Southeast Texas Regional Training Agenda

The Southeast Texas Regional Training for juvenile and adult probation personnel sponsored by the Polk County CSCD has been scheduled for September 22 and 23 at the Polk County Courthouse in Livingston, Texas.

The agenda for the training has not been finalized and suggestions for topics are still being considered. Individuals interested in submitting topics for consideration should email them to [ceo@melbrown.org](mailto:ceo@melbrown.org).

## Former Dallas Director Joins MBA Staff

Mike Griffiths, former Director of the Dallas County Juvenile Department in Dallas, Texas, recently became the newest MBA associate.



Griffiths will serve in a dual capacity with MBA. In addition to serving as project manager on

technical assistance assignments, he will also work in the area of business development and client relations Griffiths brings a strong resume to MBA team. He assumed the position of Director of the Dallas County Juvenile Department at a time when the average tenure of directors for that department was less than two years. With a quiet leadership style, a depth of experience and significant knowledge of the field of probation, Griffiths led the department for approximately 15 years.

Widely recognized in the juvenile justice arena, Griffiths served on the Governor’s State Juvenile Justice Task Force and was a member of the Juvenile Justice Leadership Network for the Center for Juvenile Justice Reform at Georgetown University Public Policy Institute. **See Griffiths Page 2**

## Northeast Texas Regional Training Agenda

The Northeast Texas Regional Training for juvenile and adult probation personnel sponsored by the Harrison County CSCD has been scheduled for August 25 and 26 at the Center for Applied Technology in Marshall, Texas. The agenda for the training is as follows:

**August 25, 2010**

### **8:00 a.m. – noon - Developing the Leader Within You**

Leadership enables individuals to accomplish more both on the job and in their personal lives. During this workshop participants will

- gain an understanding of what leadership really is,
- learn the fundamental practices of exemplary leaders
- learn the six facets of quality leadership
- examine the barriers to personal leadership development
- realize how to overcome barriers to personal leadership, and
- develop some realistic, effective personal leadership goals

### **1:00 p.m. – 5:00 p.m. - Ethics Is Not Just a Word in the Dictionary**

During this highly interactive workshop, participants will:

- examine what ethics is and what it is not,
- explore misconceptions about ethics,
- engage in some ethical decision making exercises,
- learn the principles of public service, and
- discover some ethical decision making tools.

**See Northeast Texas Page 2**

**Griffiths (continued from page 1)**

In addition to serving as Director of the Dallas County Juvenile Department, Griffiths' experience also includes serving as Chief Juvenile Probation Officer for Nueces County, Assistant Director for Juvenile Services for the Montgomery County Probation Department, and Program Administrator for Tarrant County Mental Health-Mental Retardation.

Griffiths' academic credentials include a Master of Public Administration from Texas Christian University and a Bachelor of Science degree in psychology from Sam Houston State University.

**News from the Field**

New probation agency directors include, Scott Matthew (Williamson County JPD), Tom Brooks (Harris County JPD), Jerry Jimenez, (Crockett/Sutton County JPD).

Jed Davenport, former director of the Crockett/Sutton Counties CSCD and JPD is now director of the Midland County CSCD.

John McGuire, director of the Walker/Madison/Leon/Grimes Counties CSCD will become director of the Brazos County CSCD effective September 1 replacing Arlene Parchman who is retiring effective August 31.

Miguel Ureta, Jr. who was appointed Director of the Permian Basin CSCD (Pecos County) in January will also serve as Director of the Crockett/Sutton County CSCD.

Richard Snow has announced his retirement from Hutchison County CSCD effective August 31.

**Northeast Texas (continued from page 1)**

**August 26, 2010**

**8:00 a.m. – noon - When Shift Happens**

To ensure effectiveness in their careers, both employees and administrators must learn to deal with change. Shifts in work assignments, management, organizational philosophy, and available funding can have tremendous impacts on individuals ill prepared to deal with change. During this workshop, participants will:

- explore the reasons people resist change
- identify the methods for dealing with change
- identify basic mistakes in dealing with change
- learn how to successfully deal with change

**1:00 p.m. – 5:00 p.m.- Collaboration Is Not a Dirty Word**

With agencies facing cuts in state funding, it is time to explore alternative approaches to providing services. Interagency collaboration may prove to be an approach worth considering. During this interactive workshop, participants will:

- explore the obstacles to interagency collaboration,
- identify the advantages of interagency collaboration,
- discuss how to develop collaboration among agencies,
- learn pitfalls and danger signs encountered while developing interagency collaboration and
- outline a blueprint for successful interagency collaboration

To register for the workshops, complete the registration form found at the bottom of this page and submit it along with the registration fee to: Mel Brown and Associates, NE Texas Regional Training, 490 Charleston Park, Conroe, Texas 77302. Questions regarding the conference may be submitted to [rmoret@melbrown.org](mailto:rmoret@melbrown.org) or by calling 936-273-0929.

**Registrant Information – Please Print**

**Northeast Texas Regional Training for Juvenile Probation and CSCD Personnel**  
**Sponsored by Harrison County CSCD**  
**August 25 -26, 2010**  
**Training Site**  
**Center for Applied Technology**  
**2660 East End Blvd. South, (Hwy 59)**  
**Marshall, Texas**

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

**Department:** \_\_\_\_\_

**Street Address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_

**Business Telephone:** \_\_\_\_\_ **Fax Number:** \_\_\_\_\_

**E-Mail Address:** \_\_\_\_\_

<p><b>Complete form and submit with check to:</b>  <b>Mel Brown and Associates</b>  <b>Northeast Regional Training</b>  <b>490 Charleston Park</b>  <b>Conroe, Texas 77302</b></p>	<p><b>Early Registration (Through 7/31/10)</b>  <b>One Day-- \$100* Both Days--\$150</b></p> <p><b>Regular Registration (8/01/10 and after)</b>  <b>One Day--\$120* Both day--\$180</b></p> <p><b>*One day registrants need to indicate the day for which they are registering.</b>  <b>I am registering for August 25_____ August 26_____</b></p>
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# Training Corner

## Correctional Management Institute of Texas

**Effective Courtroom Testimony** Lubbock, Texas, July 20-21, 2010. For info: contact Natalie Payne 936-294-1706 or [npayne@shsu.edu](mailto:npayne@shsu.edu)



## Community Supervision Officer Certification

Austin, Texas Aug. 16-20, 2010, For Info: contact CJAD Training Division 512-671-2422.

**Juvenile Probation Officer Basic**, Huntsville, Texas, July 25-30, 2010. For Info: contact Amanda Bilnowski 936-294-1227 or [bilnowski@shsu.edu](mailto:bilnowski@shsu.edu).

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## Texas Probation Association

**Legislative Conference**, San Antonio, August 15-18. Contact Robin Dulock, 936-294-3073 or [dulock@shsu.edu](mailto:dulock@shsu.edu).



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## Mel Brown and Associates

**Northeast Texas Regional Training** for Juvenile Adult Probation, Marshall, Texas, August 25-26, 2010, hosted by Harrison County CSCD. Contact Renea Morte, 936-273-0919 or [rmorte@melbrown.org](mailto:rmorte@melbrown.org).



**Southeast Texas Regional Training** for juvenile and adult probation personnel, Livingston, Texas, September 22-23, 2010, hosted by Polk County CSCD. Contact Renea Morte 936-273-0919 or [rmorte@melbrown.org](mailto:rmorte@melbrown.org).

### Implementing Evidenced Base Practices????

Don't forget to add Cognitive Reflective Communication (CRC) as an integral part of your staff training.

Having support staff, clerical and residential staff as well as probation officers and counselors using CRC in their interactions with offenders supports and enhances the effectiveness of your agencies cognitive based programs.

Mel Brown and Associates has CRC Master Trainers on staff who can assist you with your training needs.

For information regarding CRC Training, contact  
Mel Brown and Associates  
936-273-0919  
[info@melbrown.org](mailto:info@melbrown.org)

## MBA Provides Coaching/Mentoring Services

### Why would I want a coach?

Most great athletes have had a coach who mentored them to their level of success and excellence. Most successful entrepreneurs have had advisors who have done the same. They realize the value of having experienced, objective guidance to help them reach their true potential. There are a number of reasons a person might choose to get a coach. Some reasons are

- Being a new administrator who would like to have an experienced individual to whom they can go for guidance,
- Being highly stressed and facing potential burnout,
- Being in a highly conflicting situation,
- Having a desire to enhance their performance as a leader,
- Getting assistance in acquiring organization skills in preparation for leadership positions,
- Getting some assistance in how to better use their strengths,
- To assist in holding them accountable to their goals and plans, or
- Getting someone to help them establish their priorities and remind them of what those priorities are when they lose track.

### What is an Executive Coach?

An Executive Coach is a trusted guide with whom you can share your hopes and aspirations in confidence that he/she will meet your needs by moving effortlessly between persistent motivator, stern taskmaster, and management strategy guru, propelling you toward your personal and professional dreams.

### Why Should I Choose Mel Brown as My Executive Coach?

In addition to being credentialed as a coach by Corporate Coach University, Inc. and by the renowned Val Hasting School of Professional and Personal Coaching, two of the top coaching schools in the country, Mel Brown

- has 40 years experience in the field of criminal justice,
- has served as Director of both juvenile and adult probation departments,
- is a recognized leader in the field of criminal justice,
- has served as a member of the Commission on Accreditation for Corrections,
- has served as an adjunct faculty member in the College of Criminal Justice at Sam Houston State University, the Criminal Justice Department at The University of Texas at Arlington and in the College of Juvenile Justice and Psychology at Prairie View A&M University; and
- has been approved by the National Institute of Corrections as an Executive Coach.

For information regarding coaching services, contact  
**Mel Brown and Associates**  
Tel: 936-273-0919  
Email: [coach@melbrown.org](mailto:coach@melbrown.org)