

MBA Exec. Addresses Arizona Adult Probation Directors

The Arizona Division of Adult Probation (ADAP) has committed to the implementation of Evidence Based Practices (EBP) in supervision of offenders. As part of that commitment ADAP submitted a request for technical assistance (TA) to the National Institute of Corrections (NIC).



In response to ADAP's request for TA, NIC agreed to arrange for MBA Executive Dr. Mel Brown to participate in the Arizona Supreme Court's Court Leadership Institute in Phoenix, Arizona. During the Institute, Brown met with Chief Probation Officers and Court personnel and stressed the importance of the role of front-line supervisors in the implementation of EBP.

He led them in an exploration of the skills, knowledge and abilities necessary for supervisors to effectively implement EBP and the need to ensure that the curriculum for supervisory training be based on relevant skills, knowledge and abilities.

Brown also pointed out that individuals have a variety of learning styles. He described the learning styles of visual, auditory and kinesthetic learners. He stressed that the curriculum design should address the learning styles of each type of learner.

To emphasize the relevance of addressing learning styles, Brown had the participants identify the ways he had addressed the learning styles of each type of learner during his presentation to them.

Brown challenged them to begin the curriculum development process as an essential step in the implementation of EBP in the supervision of offenders.

Executive Coaching New to C. J. Field

Coaching is an ongoing relationship between the professional coach and the client, which focuses on the client taking action toward the realization of their vision, goals or desires.

While coaching is a new phenomenon in criminal justice circles, both great athletes and executives in Fortune 500 Club organizations have had a coach who mentored them to their level of success and excellence. They realize the value of having experienced, objective guidance to help them reach their true potential.

Most executive coaching is done over the phone. The executive determines the agenda of the coaching session. Generally, the executive enters into a "coaching agreement" for a specified number of sessions per month.

In the executive coaching relationship, it is the client, not the coach, who determines the agenda for a session. When the client calls, the coach uses a process of inquiry and personal discovery

See Executive Coaching on Page 3

Dispatch responds to Readers' Comments

With this issue, *The MBA Dispatch* is revealing two changes. Both changes are being made in response to comments from readers. The first change is in the frequency of publication. Prior to this issue, *The Dispatch* was published only in odd numbered months. With this issue, *The Dispatch* becomes a monthly publication.

The second change is in response to a reader's suggestion that *The Dispatch* contain a column of brief practical information on leadership and management. The suggestion led to the creation of a column entitled *Contemplation Corner*.

The first edition of *Contemplation Corner* appears below.



Contemplation Corner

by Mel Brown

Someone recently asked me why I place so much emphasis on organizations being vision driven. I began my response with a question of my own—"Would you start a trip without knowing where you are going?" It seems clear to me that the leader of an organization needs a clear vision of where he/she is trying to take the organization.

In his book, *Visionary Leadership*, Burt Nanus states:

There is no more powerful engine driving an organization toward excellence and long-range success than an attractive, worthwhile, and achievable vision of the future, widely shared.

A vision is a clear picture of a preferred future where you can picture yourself accomplishing a clear purpose.

In a vision driven organization, the question that must be asked about every activity and every action is "does this help us accomplish our vision?"

A leader who inculcates a vision in his employees will soon find that the vision

- Aligns people in activities that cut across the organization,
- Facilitates goal setting and planning (helps people set priorities),
- Unleashes energy,
- Is an embodiment of the organization's core beliefs, and
- Provides focus for assessing individual, departmental and organizational progress.

The reason I place such a strong emphasis on an organization being vision driven is that when an organization has a vision that is attractive to its employees and one which they feel is worthwhile, the vision both pulls and drives the organization toward success. That is why striving to become a vision driven organization just makes sense to me.

Questions or comments regarding this article should be emailed to: ceo@melbrown.org

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 am – 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 pm - 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.

August 26, 2010

8:00 am – 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, and
- Learn how to successfully deal with change.

1:00 pm – 5:00 pm- 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 on page 4) and submit it along with the registration fee to: Mel Brown and Associates at the address on the registration form.

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 is as follows:

September 22, 2010

8:00 am – noon - Implementing Evidence-Based Principles in Community Corrections.

During this workshop, participants:

- Learn what is meant by the terms “what works,” “best practices,” and “evidence based practices,”
- Discover the distinctions between “what works,” “best practices,” and “evidence based practices,”
- Learn the eight principles of effective intervention,
- Gain an understanding of how to apply the principles of effective intervention,
- Identify the components of correctional interventions,
- Learn the recommended guidelines for implementing effective interventions.

1:00 pm - 5:00 pm - Thinking Outside the Box: A Path to Creative Problem Solving

Probation department personnel are continually asked to provide more services without being provided adequate resources to do so. As a result, probation officers and administrators must be creative in their approaches to providing services to mental health offenders, substance abusers, domestic violence offenders, sex offenders, etc. During this highly interactive workshop, participants will:

- Have fun while learning the principles of creative problem solving,
- Identify roadblocks that limit problem solving abilities,
- Learn to define problems in a manner that leads to discovering multiple solutions to problems, and
- Gain skills that will enable them to apply “out of the box” thinking to situations that arise in their daily lives as well as in their jobs.

See Southeast on Page 3

Implementing Evidenced Base Practices????

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

Having support 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**

Executive Coaching (continued from page 1)

to build the individual's level of awareness and responsibility and provides the client with structure, support and feedback.

Some reasons a person might hire a coach are:

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

In her grant request to the National Institute of Corrections (NIC) for funding to implement evidence based practices, Roxane Marek, Director of the Wharton/Matagorda Counties Community Supervision and Corrections Department, included a request not only for technical assistance but also for coaching.

In discussing her experience with an executive coach, Marek stated, "Coaching has been an amazing learning experience for me. It has taught me so much about myself."

"Through the coaching process, Dr. Brown has helped me to turn my ideas into solutions for my agency so that I'm implementing what I want instead of what others suggest or direct."

Marek added, "During my coaching sessions, I realize that the feelings and ideas I have as a new administrator aren't silly or even unusual. Most of the time, they are just underdeveloped, and Dr. Brown helps me to develop them into practical and useful plans that I can put into place in my agency."

While Marek speaks from her experience as a new administrator, many top executives in the business community maintain an on-going relationship with an executive coach to ensure that they are constantly enhancing their performance as a leader.

News from the Field

New Probation Directors include: Randi Allen (Hutchinson County CSCD Effective 9/01/10)

Retiring: Homer Watson (Ector County CSCD, Effective 8/31/10)

Announcements for "News from the Field" should be submitted to: info@melbrown.org.

Southeast Regional (continued from page 2)

September 23, 2010

8:00 am – noon - 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,
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- Learn the principles of public service, and
- Discover some ethical decision making tools.

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**MENTORING AND EXECUTIVE
COACHING SERVICES**

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

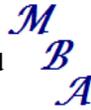
Tel: 936-273-0919

Email: coach@melbrown.org

Email coach@melbrown.org and ask for a free trial session.

TRAINING CORNER

Mel Brown and Associates



Northeast Texas Regional Training for juvenile and Adult probation personnel, Marshall, Texas, August 25-26, 2010, hosted by Harrison County CSCD. Contact Renea Morte, 936-273-0919 or 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.

Managing With Diminishing Resources, MBA Telephonic Conference Center, October, 2010, (Dates and Times Pending) Contact Renea Morte, 936-273-0919 or rmorte@melbrown.org.

Working Effectively with a Governing Body, MBA Telephonic Conference Center, October, 2010, (Dates and Times Pending), Contact Renea Morte 936-273-0919 or rmorte@melbrown.org.

Establishing an Organizational Vision MBA Telephonic Conference Center, November, 2010, (Dates and Times Pending) Contact Renea Morte, 936-273-0919 or rmorte@melbrown.org.

Courses offered at the MBA Telephonic Conference Center can be taken without leaving the comfort of your home or office.

Correctional Management Institute of Texas



Community Supervision Officer Certification, Austin, Texas, Aug. 16-21, 2010, For Info: contact CJAD Training Division 512-671-2422.

Grant Writing for Criminal Justice, Huntsville, Texas, August 25-26, 2010. For Info: contact Natalie Payne, 936-294-1706 or npayne@shsu.edu.

Texas Probation Association



Legislative Conference, San Antonio, August 15-18. Contact Robin Dulock, 936-294-3073 or dulock@shsu.edu.

National Partnership on Juvenile Services



16th National Symposium on Juvenile Services, San Antonio, Texas, October 10-13, 2010, Contact NPJS, 2220 Nicholasville Road, Suite 110-333 Lexington, KY, 40503 or 859-333-4209 or npjs@me.com.

NPJS is providing a special rate for Texas residents.

Registrant Information – Please Print

Regional Training for Juvenile Probation and CSCD Personnel

August 25 -26, 2010

Sponsored by Harrison County CSCD
Training Site
Center for Applied Technology
2660 East End Blvd. South, (Hwy 59)
Marshall, Texas

September 22-23, 2010

Sponsored by Polk County CSCD
Training Site
Polk County Courthouse
101 W. Church Street
Livingston, Texas

Name: _____ Title: _____

Department: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Business Telephone: _____ Fax Number: _____

E-Mail Address: _____

Early Registration
Through 7/31/10 for Northeast
Through 8/31/10 for Southeast
One Day-- \$100 Both Days--\$150

Complete form and submit with check to:
Mel Brown and Associates
Regional Training
490 Charleston Park
Conroe, Texas 77302

Regular Registration
August 1 and after for Northeast Region
September 1 and after for Southeast Region
One Day--\$120 Both Days--\$180

I am registering for Both Days First Day Only Second Day Only
at the training in Marshall Livingston