

## MBA Opens Telephonic Conference Center

The MBA Telephonic Conference Center which has been in the planning stages since May of this year will begin operations September 30, 2010.

The Telephonic Conference Center will enable individuals to secure quality leadership and management training without having to incur travel costs. The only cost for the training will be a registration fee and the cost of a telephone call. If you use your cell phone and have enough unused minutes this may result in no charge for the phone call.

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 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 Telephonic Conference Center.

See [Telephonic Conference on Page 2](#)

## 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 will:

- 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. See [Southwest Texas Training on page 2](#)

## Bell Joins MBA as Training Associate

James R. Bell brings to MBA a wealth of experience in the probation field. Currently serving as a supervisor in the Harris County Community Supervision and Corrections Department's "Community Partnership". Bell has responsibility for oversight of four operations, including three "satellite offices in northwest Houston.



In addition to his current position, Bell's tenure with HCCSCD includes supervising both misdemeanor and felony offenders, managing specialized caseloads, serving as department trainer and department's Employment Specialist. He also served nine years in court services as a Court Liaison Officer.

Bell pioneered the "one stop shop," which is a new paradigm shift in Harris County following the "what works" model in "evidence based practices." Through his collaboration with faith-based entities and other external stakeholders, officers are repositioned within the community to office space provided by external stakeholders at no additional cost to the county. This allows court released offenders to be seen in their communities (within a 3 mile radius) by their officers. The offender attends all court ordered programs and performs their community service restitutions at the same location they meet with their officers. See [Bell joins MBA on page 2](#)



## **Contemplation Corner**

by Mel Brown

In last month's column we explored the value and importance of having an organizational vision. A vision provides employees with a clear picture of a preferred future where they can see themselves accomplishing a clear purpose. It tells everyone in the organization where the organization is going.

Helping an organization accomplish its vision and fulfilling its purpose is analogous to planning a trip. Not only do you need to know where you are going, but you also need to know your starting point.

A few years ago I was asked to do a series of workshops for the Heartland Juvenile Services Association. I called my travel agency, gave her the dates I needed to travel and asked her to book me a flight to Omaha, Nebraska.

After calling my travel agent, I received a request to speak to the Louisiana Governor's Conference on Juvenile Justice. I called my travel agent and informed her that I needed to book a flight to New Orleans the second half of the same week I was going to be in Omaha. After a few moments of silence, she asked, "On the flight to New Orleans, are you going to be flying from Houston or Omaha?"

See [Contemplation Corner on page 2](#)

**Southwest Texas Training** (continued from page 1)**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.

**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,
- Engage in some ethical decision making exercises,
- Learn the principles of public service, and
- Discover some ethical decision making tools.

**1:00 pm – 5:00 pm – 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.

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.

**Need an Organizational Needs Assessment**

Mel Brown and Associates can administer and facilitate the organizational needs assessment process. MBA uses a validated Organizational Needs Inventory instrument which allows for input from across the organization and provides leaders a current picture of what their organization looks like in terms of its people and their perceptions.

The assessment provides a benchmark for the management team's leadership and provides clear measurement of success into the future.

**Contact**

**Mel Brown and Associates**

[www.melbrown.org](http://www.melbrown.org)

936-273-0919

[info@melbrown.org](mailto:info@melbrown.org)

**Telephonic Conference** (continued from page 1)

All 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 within the subject area of the course.

The first two courses offered by the MBA Telephonic Conference Center are scheduled to begin on September 30. While courses will normally be offered for four consecutive weeks, in order to accommodate CSCD directors planning to attend the Probation Advisory Committee Meeting on October 14, the first two courses will be scheduled for Thursdays but will skip Thursday, October 14.

*Managing with Diminishing Resources* which will be offered at 10 a.m. on Thursdays and *Working Effectively with a Governing Body* which will be offered at 2 p.m. on Thursdays.

Courses scheduled for November include *Establishing an Organizational Vision* and *Shaping Organizational Culture*.

Future course offerings being considered are *Developing Collaborative Relationships with Other Agencies* and *The Leader as Coach*.

Individuals interested in taking one of the courses should complete the registration form located on page 4 and submit it and the registration fee to the address shown on the form.

**Contemplation Corner** (continued from page 1)

Just as she could not plan how to get me to New Orleans until she knew the starting point for the flight, a leader cannot plan how to help an organization accomplish its vision until he/she determines where the organization currently is in relation to that vision.

Just as we require probation officers and caseworkers to do a risk/needs assessment on each offender in order to develop an effective supervision plan, effective leaders conduct an assessment of their organization to identify the needs of the organization as they plan for its future.

Once we know where we are going (the organizational vision) and where we are (the assessment of the organization's strengths and its needs), we can then determine how to move it from where it is to where we want it to be.

When I go to the doctor, I expect him/her to run some tests (assessment of needs) before he starts prescribing a course of action for the treatment of my illness. I would not expect less from an administrator who is prescribing what course of action is needed to make a strong, healthy and vibrant organization.

**Bell Joins MBA** (Continued from page 1)

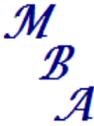
Bell earned his baccalaureate degree in Criminal Justice from Grambling State University.

He serves as a Resource Training Officer for the Texas Probation Training Academy and has been credentialed by the National Institute of Corrections as a Certified Offender Workforce Development Specialist.

**TRAINING CORNER**

**Mel Brown and Associates**

**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). See agenda on page 1. Registration form on page 4.



**South Texas Regional Training** for Juvenile and Adult Probation Personnel, Location and dates pending. See October issue of *MBA Dispatch* for additional information or contact Mel Brown at, 936-273-0919 or [ceo@melbrown.org](mailto:ceo@melbrown.org).

**Regional Training** for Juvenile and Adult Probation Personnel hosted by Johnson County CSCD, Dates pending. See October issue of *MBA Dispatch* for additional information or contact Mel Brown at 936-273-0919 or [ceo@melbrown.org](mailto:ceo@melbrown.org).

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**MBA Telephonic Conference Center**

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



**Managing With Diminishing Resources** MBA Telephonic Conference Center, 10 am-11 am, September 30, October 7, 21 & 28, 2010. Registration form located on p. 4.

**Working Effectively with a Governing Body** MBA Telephonic Conference Center, 2 pm-3 pm, September 30, October 7, 21 & 28, 2010. Registration form located on p. 4.

**Developing an Organizational Vision** MBA Telephonic Conference Center, Dates in November pending. Watch for dates in October issue of *MBA Dispatch*.

**Effectively Shaping Organizational Culture** MBA Telephonic Conference Center, Dates in November pending. Watch for dates in October issue of *MBA Dispatch*.

**Developing Collaborative Relationships with Other Agencies** MBA Telephonic Conference Center, Dates Pending. Tentatively set for January. Watch for dates in October issue of *MBA Dispatch*.

**The Leader as Coach** MBA Telephonic Conference Center, Dates Pending. Tentatively set for January. Watch for dates in October issue of *MBA Dispatch*.

**Correctional Management Institute of Texas**

**38<sup>th</sup> Annual Chief Probation Officers Conference** Corpus Christi, Texas, Oct. 3-6, 2010, For Info: contact Amanda Bilnoski at 936-294-1227 [bilnoski@shsu.edu](mailto:bilnoski@shsu.edu).



**Mid-Management Leadership** Huntsville, Texas, Oct. 3-8, 2010. For Info: contact Robin Dulock at 936-294-0373 or [dulock@shsu.edu](mailto:dulock@shsu.edu)

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**Texas Probation Association**

**Annual Conference** Austin, Texas, April 3-6, 2011, For Info: Contact Robin Dulock at 936-294-3073 or [dulock@shsu.edu](mailto:dulock@shsu.edu).



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**National Partnership on Juvenile Services**

**16<sup>th</sup> 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](mailto:npjs@me.com).



NPJS is providing a special rate for Texas residents.

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**Texas Corrections Association**

**2010 Mid-Winter Conference**, Austin, Texas Dec.2-3, 2010. For info: contact Chuck Space at 512-346-5820 or [info@txcorrections.org](mailto:info@txcorrections.org).



**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**  
Call 936-273-0919 or email [coach@melbrown.org](mailto:coach@melbrown.org)  
and ask for a complimentary session.

**Registrant Information – Please Print**



**Registration  
Telephonic Conference Center**

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

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

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

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

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

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

Complete form and submit with check to: Mel Brown and Associates, 490 Charleston Park, Conroe, Texas 77302  
Please indicate the course for which you are registering

\_\_\_\_ Managing with Diminishing Resources \$99.99  
10 am-11 am, September 30, October 7, 21 & 28.

\_\_\_\_ Working Effectively with a Governing Body \$99.99  
2 pm – 3 pm, September 30, October 7, 21 & 28.

**Registrant Information – Please Print**

**Southeast Texas Regional Training for Juvenile Probation and CSCD Personnel  
Sponsored by Polk County CSCD  
September 22 -23, 2010  
Training Site  
Polk County Courthouse  
110 Church Street  
Livingston, Texas**

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

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

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

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

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

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

Complete form and submit with check to: **Early Registration (Through 7/31/10)**    **Regular Registration (8/01/10 and after)**  
Mel Brown and Associates                      **One Day-- \$100\*    Both Days--\$150**                      **One Day--\$120\*    Both day--\$180**  
Southeast Regional Training  
490 Charleston Park  
Conroe, Texas 77302  
  
\*One day registrants need to indicate the day for which they are registering.  
I am registering for September 22\_\_\_\_ September 23\_\_\_\_