

Brown Presents at National Training Events

Dr. Mel Brown, MBA President and CEO, has recently been asked to speak at two national training events.

In October, 2010, Brown served as the luncheon speaker for the 16th National Symposium for Juvenile Services in San Antonio, Texas. His topic was “Don’t Just Survive, Thrive In Your Organization.”



Brown also teamed up with Wayne Liddell of Wayne R. Liddell and Associates from Niles, Michigan to present a workshop entitled, “What Are We Thinking? Utilizing Cognitive Behavior Approaches to Build Effective Workplace Teams.”

The National Symposium is conducted by the National Partnership for Juvenile Services (NPJS) which is comprised of the National Association of Juvenile Correctional Agencies, the National Juvenile Detention Association, the Juvenile Justice Trainers Association, the Council for Educators of At-Risk and Delinquent Youth, and the National Association of Children of Incarcerated Parents.

In January, 2011, Dr. Brown will be conducting a workshop at the American Correctional Association’s Mid-Winter Conference in San Antonio. The title of the workshop will be “Avoiding Brain Drain-Succession Planning in Action.”

TJPC Issues Call for Workshop Presenters

The Texas Juvenile Probation Commission (TJPC) has issued a call for presenters for its June 27 - July 1, 2011 *Texas Juvenile Justice Summit: A Continuum of Services*. All Summit workshops, general sessions, exhibit showcases, and activities will be located at the Westin Austin at the Domain, 11301 Domain Drive, Austin, TX 78758.

Anthony Welebob, TJPC Training Specialist, said that the Summit will bring together juvenile justice leadership and direct care professionals for an opportunity to network and learn about innovative programs being implemented in the juvenile system in Texas and nationally.

See Call for Presenters on Page 2

Brown Returns to School Board as President

On November 2, 2010, Dr. Mel Brown, MBA President and CEO, was reelected to Place # 1 on the Conroe Independent School District’s Board of Trustees.

On November 9, 2010, CISD trustees elected Brown to a two year term as President of the Board.

CISD, the 18th largest school district in the state, is the largest district to ever achieve designation as an “exemplary” district. It

See CISD on Page 2



TJPC to Conduct Chiefs’ Summit

The Texas Juvenile Probation Commission will host its 2011 Chiefs’ Summit, *The Time is Now*, January 31- February 2 at Omni Austin Southpark Hotel in Austin, Texas.

The purpose of the summit is to enable Chief Juvenile Probation Officers to learn about effective programs being implemented by Texas juvenile probation departments, updates on the Juvenile Case Management System and other TJPC initiatives, what to expect in the upcoming legislative session and other juvenile probation matters.

Topics to be covered during the summit include State of Texas budget overview and demographic trends, TJPC agency updates, and program development updates. The program development updates will include mental health initiatives, internship programs, sex offender registration, re-entry programming, Seclusion and Restraint Reduction, the Prison Rape Elimination Act, Juvenile Detention Alternative Initiatives, and CPS Transition Centers.

In addition, there will be an update on TJPC web-based systems including the juvenile Case Management System, the Juvenile Medicaid Tracking System, the Program Registry, and the Risk and Needs Assessment.

MBA Regional Training Event Agendas

MBA will be conducting a number of regional training events during the next three months. The agendas for these training events are as follows:

Wichita Falls: December 9-10, 2010, hosted by Wichita County CSCD.

December 9, 2010

8:30 am – noon Ethics Is Not Just a Word in the Dictionary
1:30 pm – 5 pm How to be a Star Player on Any Team

December 10, 2010

8:30 am – noon Implementing Evidence Based Principles and Practices in Community Corrections
1:30 pm – 5 pm Officer Safety in the Office and in the Field

Cleburne: January 12-13, 2011, hosted by Johnson County CSCD.

January 12, 2011

8:30 am – noon Implementing Evidence Based Principles and Practices in Community Corrections
1:30 pm – 5 pm How to Be A Star Player on Any Team

January 13, 2011

8:30 am – noon When Shift Happens . . .
1:30 pm – 5 pm Thinking Outside the Box: A Path to Creative Problem Solving

See Regional Training on Page 3

Contemplation Corner

by Mel Brown

Last month we explored Brian Ward’s “Five Facets of Quality Leadership” which are Focus, Authenticity, Courage, Empathy and Timing.

See Contemplation Corner on Page 2



Call for Presenters (Continued from Page 1)

In addition to the Summit theme, *A Continuum of Services*, workshops will also include topics such as “Re-entry/Transitional Programs, Substance Abuse Intervention Programs, Adolescent Development, Institutional Programming, Mental Health Services for Youth, Community Supervision Strategies, Management Development, Training Design and Development, Alternatives to Detention, Evidence-Based Practices, Victim Services and Multi-Systemic Approaches to Case Management.

Welebob pointed out that a limited number of workshop slots are available for individuals and groups interested in conducting presentations at the Summit. Proposals to serve as a presenter may be emailed to him at Anthony.Welebob@TJPC.state.tx.us or mailed to Texas Juvenile Probation Commission, Attn: Anthony Welebob, 4900 N. Lamar, 5th Floor, Austin, TX 78751.

Proposals should provide (1) the title of the workshop, (2) a workshop abstract in a paragraph format, (3) proposed length of the workshop -- 1½ or 3 hour block, (4) audio-visual equipment requested, (5) the name of the proposal submitter or contact person, (6) names of presenters with contact information, and (7) biographical information for each presenter. Biographical information must be in paragraph format.

Proposals must be received by Welebob no later than December 31, 2010.

CISD (Continued from Page 1)

also has the second best rating in the state on the Education Resource Group’s system which measures academic performance and financial efficiency. CISD has 55 campuses covering 348 square miles. With an annual budget of \$340,072,260.00, the district has more than 6,000 full-time employees, a student enrollment of over 51,000, and an average growth rate of 1,560 students per year.

In response to his election as president, Brown stated, “I feel honored to be asked to serve as president of the board. I look forward to the challenges that come with leading such a dynamic, well-functioning organization staffed with high quality faculty and administrators. I plan to continue the district’s emphasis on academic excellence and financial responsibility.”

Two Prayers

By

Mel Brown

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**When my foot touched the top stair,
I heard my child deep in prayer,
“God forgive me for being bad,
And make me good just like my dad.”**

**Through that prayer God spoke to me
And told me what I ought to be.
And when I prayed, I know God smiled.
“God, make me like this little child.”**

Contemplation Corner (Continued from Page 1)

While maintaining our focus on leadership, this month’s column will begin a series which focuses on evidence-based practices in leadership—in other words, what research has revealed as the primary characteristics of exemplary leadership.

Probably the most successful research project in the area of leadership was conducted by Jim Kouzes and Barry Posner. They set out to identify what people did when they were at their “personal best” in leading others. They started with the assumption, however, that they did not have to interview and survey star performers in excellent companies to discover best practices. They assumed that by asking ordinary people to describe extraordinary experiences, they would find patterns of success.

After some preliminary research, Kouzes and Posner devised a personal-best leadership survey consisting of thirty-eight open-ended questions such as:

- Who initiated the project?
- How were you prepared for this experience?
- What special techniques and strategies did you use to get other people involved in the project?
- What did you learn about leadership from this experience?

During the first four years of their research, Kouzes and Posner performed more than 550 of these surveys, each requiring one to two hours of reflection and expression. At the same time, a shorter, two-page form was completed by another group of 80 managers, and the researchers conducted an additional 42 in-depth interviews. In the initial study, they examined the cases of middle and senior level managers in private and public sector organizations. Since that time they have expanded their research and collected thousands of additional cases. This expanded coverage included community leaders, student leaders, church leaders, government leaders, and hundreds of others in non-managerial positions.

Every person they spoke with had at least one leadership story to tell—stories that seldom sounded like textbook management. They were not logical cases of planning, organizing, staffing, directing, and controlling. Instead, they were tales of dynamic change and bold action. In one case, for example, manufacturing productivity was improved more than 400 percent in one year. In another, quality improvements moved products from last to first on a customer’s vendor list in three months; in yet another, the company grew fivefold in sales and 750 percent in profits over six years. In the not-for-profit and public sectors, they learned of a school system that went from student performance in the lowest percentile to performance in the sixty-eighth percentile in two years and of an organization that fought for and won the passage of legislation to protect abused and battered children.

From an analysis of the personal-best cases, they developed a model of leadership that consists of what Kouzes and Posner call *The Five Practices of Exemplary Leadership*. Those practices are:

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enabling Others to Act
- Encourage the Heart

Over the next five months this column will explore each of these practices relying not only on the research of Kouzes and Posner, but also on the findings of others.

The staff of Mel Brown and Associates wish you and yours A Very Merry Christmas!

Handwritten signatures of staff members including Rena Monte, Janna McSuffey, Phil M. Lynd, and Peggy Smith.



Merry Christmas

Christmas is not as much about opening our presents as opening our hearts.

~Janice Maeditere

MENTORING AND EXECUTIVE COACHING SERVICES

Why use Mel Brown as an Executive Coach or mentor?

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 and ask for a complimentary session.

Regional Training (continued from Page 1)

Marshall: January 25-26, 2011, hosted by Harrison County CSCD.

January 25, 2011

8:30 am - noon Effective Communication Skills for Probation Personnel
1:30 pm - 5 pm Performing Effectively in the Courtroom

January 26, 2011

8:30 am - noon How to Be A Star Player on Any Team
1:30 pm - 5 pm Officer Safety in the Office and in the Field

Wharton: January 27-28, 2011 hosted by the Wharton/Matagorda County CSCD.

January 27, 2011

8:30 am - noon Implementing Evidence Based Principles and Practices in Community Corrections
1:30 pm - 5 pm Addressing Crimineogenic Needs in Offender Supervision and Treatment

January 28, 2011

8:30 am - noon Collaboration Is Not a Dirty Word
1:30 pm - 5 pm Thinking Outside the box: A Path to Creative Problem Solving

Beaumont: February 9-10, 2011, hosted by the Jefferson County Juvenile Probation Department.

February 9, 2011

8:30 am - noon Effective Communication Skills for Probation Personnel
1:30 pm - 5 pm How to be A Star Player on Any Team

February 10, 2011

8:30 am - noon Addressing Criminogenic Needs in Offender Supervision and Treatment
1:30 pm - 5 pm Thinking Outside the Box: A Path to Creative Problem Solving

Descriptions of the above workshops can be found in the November issue of The MBA Dispatch or by contacting MBA offices at 936-273-0919 or info@melbrown.org. Descriptions are also on the website of the Texas Juvenile Probation Commission: http://www.tjpc.state.tx.us/RegionalTraining/Programs.asp.

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 936-273-0919 info@melbrown.org

MEL BROWN AND ASSOCIATES

For information regarding MBA trainings contact Renea Morte, 936-273-0919 or rmorte@melbrown.org. Registration form located at bottom of page.



Regional Training, Wichita Falls, Texas, December 9-10, 2010, Hosted by Wichita County CSCD.

Regional Training, Cleburne, Texas, January 12-13, 2011, Hosted by Johnson County CSCD.

Regional Training, Marshall, Texas, January 25-26, 2011, Hosted by Harrison County CSCD.

Regional Training, Wharton, Texas, January 27-28, 2011, Hosted by Wharton County CSCD.

Regional Training, Beaumont, Texas, February 9-10, 2011, Hosted by Jefferson County Juvenile Probation Department.

Regional Training, Bryan, Texas, February 16-17, 2011, Hosted by Brazos County Juvenile Probation.

Regional Training, San Benito, Texas, March 2-3, 2011, Hosted by Cameron County CSCD.

Training for Juvenile Detention and Residential Facility Personnel, Odessa, Texas, May 2-3, 2011, Hosted by Ector County Juvenile Probation Department.

Training for Juvenile Detention and Residential Facility Personnel, Odessa, Texas, May 4-5, 2011, Hosted by Ector County Juvenile Probation Department.

Regional Management/Leadership Training, Rosenberg, Texas, April 27-28, 2011, Hosted by Ft. Bend County CSCD.

Regional Training, Marshall, Texas, May 25-26, 2011 Hosted by Harrison County CSCD.

Correctional Management Institute of Texas

Strategic Communications, Texas City, Texas, December 8, 2010, Contact Joe Serio, 936-294-1705 or jdserio@shsu.edu.

Juvenile Supervision Officer Basic, Huntsville, Texas, January 7-10, 2011, Contact Monique Keith,

Juvenile Probation Officer Basic, Corpus Christi, Texas, January 23-28, 2011, Contact Monique Keith, 936-294-1639 or mkeith@shsu.edu.

Community Supervision Officer Certification, Austin, Texas, January 24-29, 2011, Contact CJAD Training and Staff Development, 512-671-2422.

Mid-Management Leadership Conference, Huntsville, Texas, February 13-18, 2011, Contact Robin Dulock, 936-294-3073 or rdulock@shsu.edu.

Texas Probation Association

Annual Conference, Austin, Texas, April 3-6, 2011, contact Robin Dulock, 936-294-3073 or rdulock@shsu.edu.



Regional Training for Juvenile Probation and CSCD Personnel

<p><u>December 9-10, 2010</u> Training Site Wichita County Museum 720 Indiana Street Wichita Fall, Texas Hosted by Wichita County CSCD Early Registration Ends 11/10/10</p>	<p><u>January 12-13, 2011</u> Training Site Johnson County CSCD 103 S. Walnut Street Cleburne, Texas Hosted by Cleburne County CSCD Early Registration Ends 12/12/10</p>	<p><u>January 25-26, 2011</u> Training Site Center for Applied Technology 2606 East End Blvd. South Marshall, Texas Hosted by Harrison County CSCD Early Registration Ends 12/28/10</p>	<p><u>January 27-28, 2011</u> Training Site Wharton County Library 1920 North Fulton Wharton, Texas Hosted by Wharton County CSCD Early Registration Ends 12/28/10</p>	<p><u>February 9-10, 2011</u> Training Site Jefferson County Juv. Prob. 5326 Hwy.69 South Beaumont, Texas Hosted by Jefferson County JPD Early Registration Ends 1/10/11</p>
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Early Registration:
One Day -- \$100.00
Both Days -- \$150.00

Regular Registration
One Day --\$120.00
Both Days -- \$180.00

Training for which you are registering: _____ Both Days ___ 1st Day ___ 2nd Day ___
(location)

Name: _____ Title: _____

Department: _____

Street Address _____

City: _____ State: _____ Zip _____ E-Mail Address: _____

Business Telephone _____ Fax Number: _____

Complete Form and Submit with Check to:
Mel Brown and Associates
490 Charleston Park
Conroe, Texas 77302