



Writing Your “Leadership Challenge”

Prior to arriving at the New Leadership conference, the faculty requests that each participant write a one-page description of a "Leadership Challenge" – a challenge you face in your organization for which you want to develop an effective action plan with the help of other defender leaders during the upcoming conference.

This is an opportunity to reflect on your work and consider something you want to change or improve upon in your office, program or criminal justice system. Your “Leadership Challenge” should be something that comes up more than once and with more than one individual, and that gives you an opportunity to think about shaping or reshaping your office culture. For example, your leadership challenge might involve:

- Establishing yourself in a new leadership role in your office.
- Promoting new standards of professionalism or client-centeredness in your office to address timeliness, scheduling, morale or other issues.
- Introducing a new initiative to address an office culture issue, to take the office in a new direction, or to achieve a new goal or objective.

These are examples only – we want to know what challenges *you* face in your offices.

Two-Part Structure of the Leadership Challenge Write-up

1) As you think about this "Leadership Challenge" exercise, several challenges or leadership opportunities may come to mind. In the first part of this short description we want you to ***describe your most pressing "Leadership Challenge."***

2) In the second part, imagine this challenge has been met in the future. If it were absolutely successful beyond your wildest dreams, ***what would a successful outcome look like?*** Describe what people both internally and externally would be doing to achieve this successful outcome.

Time Limit: We do not expect (or want) you to spend hours on this pre-conference assignment. We want you to ***spend some time thinking*** about your “Strategic Challenge” and then ***spend about 20 minutes writing it down***. This assignment should only be ***one to two pages long***.

Please email your “Leadership Challenge” to Catherine Beane, the conference director, at c.beane@nlada.org by August 10, 2006. If you have any questions, please feel free to email Catherine or to call her at 202-452-0620 ext 226.