



National Association for Presiding Judges and Court Executive Officers

WEBINAR: Leading Major Change in Trial Courts

THURSDAY, APRIL 3, 2025

Pacific Mountain Central Eastern
12:00pm 1:00pm 2:00pm 3:00pm

Over the years, many seasoned presiding judges, court executives and their leadership teams have looked to studies, writings, and curricula developed by colleges, consultancies and experts to help them improve their skills in leading trial courts as loosely-coupled, professionally-dominated organizations. Top down, command and control approaches don't tend to work very well.

A leadership approach that has repeatedly surfaced as providing meaningful insight into responsibly leading trial court change, however, has been an 8-step action plan developed by John P. Kotter, Emeritus Professor of Leadership at Harvard Business School. This 75-minute webinar will give you a quick overview of his methodology and examples of how it applies to trial courts. It is the first in a series of monthly online seminars that NAPCO, in concert with the National Center for State Courts, will be presenting this spring.

In 1994, Kotter wrote an article in the Harvard Business Review entitled "Leading Change: Why Transformation Efforts Fail." It was based on substantial research and led to his seminal book, *Leading Change*, the next year. It outlines a compelling roadmap leaders in any organization – including loosely coupled trial courts – should consider following to bring about lasting change. The framework has been used in countless public and private organizations over nearly three decades with substantial success. Unfortunately, many court leaders have neither heard of John Kotter nor his evidence-based formula for major change.

In understanding Kotter's approach, court leaders can more effectively prove to skeptics (fence-sitters, the uncommitted, and the complacent) that changes undertaken will be beneficial to them, their co-workers, and the public.

Facilitator: *Gordon Griller, NAPCO Board
Former Minnesota / Arizona Trial Court Executive and NCSC Consultant*

Panelists: *Hon. John J. Russo, NAPCO Board Chair
Court of Common Pleas, Cuyahoga County, Ohio (Cleveland)
Raymond L. Billotte, Administrator
Arizona Judicial Branch in Maricopa County (Phoenix)
David Yamasaki, Court Executive Officer
Superior Court of California in Orange County (Santa Ana)*

REGISTRATION: https://us06web.zoom.us/webinar/register/WN_OwnUMO8cS4SK5iuoPDBuFA:

NOTE: You MUST register to receive the Webinar link, call-in number, etc. Questions? ncosby@ncsc.org

Advancing Trial Court Leadership through Education, Research and Personal Growth

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