Leadership Skills for Judges
Overview of the Session

Co chairs - Chief Justice Ivor Archie & Justice John Byrne

1. Hon William F. Dressel

2. Ms. Jenny Green

3. Sharing experience
Australian Leadership Program
(Heads of Court)

1. Identification of leadership skills and qualities

1. Program
   • development
   • delivery
   • lessons learned

3. Sharing experience

National Judicial College of Australia
Leadership qualities identified by Australian judges

2007 Australian program based on 2001 Canadian program

• collective commitment to justice
• collegiality
• pastoral role
• jurisprudential capacity
• moral integrity
• commitment to all aspects of court
• engender trust/respect
• fairness to colleagues
Identification of skills via survey

How do I:

• protect judicial independence and meet government expectations of more, faster, less cost?

• manage my judicial responsibilities vs. my management and administrative duties?

• handle multiple personalities with different aspirations?

• be a leader and a manager?
the need to share
Development

Program planning committee:
• cross jurisdiction
• management expert on board
• range of experience
Delivery
2 day residential program
Program Subjects

Managers

Leaders

culture

goal

direction

followers

effective

heart

head

vision

power

ownership

leading

system

comfort

responsibility

aspire

courage

plan

encourage

passion
Program subjects

• first year for a new leader
• organisational culture and its impact
• court health check
• building relationships with stakeholders
• managing under performance
• longevity in the role, staying energised, motivated, healthy
• action planning
Delivery

Resources

Experience
Lessons learned

most valuable:

• listening to others
• my problems are common to others
• not to be so hard on myself
• strategies for dealing with underperformers
• the health of the organisation is as important as performance

2013 program evaluation results
Lessons learned

More:

• practical solutions to problems
• small group discussion
• skills building on relationships
• role plays led by senior bench
• preventative measures rather than reactive processes

Include partners in discussions on health and wellbeing.
Sharing experience

What’s your experience with judicial leadership programs?

What lessons / experience could you offer to other judicial educators?