



*Minnesota Association for  
Court Management*

# LEADERSHIP DURING LEAN TIMES



**April 21-22, 2010**

**Doubletree Hotel  
Minneapolis Park Place  
1500 Park Place Boulevard  
Minneapolis, MN 55416  
Phone: 952-542-8600**





# LEADERSHIP DURING LEAN TIMES



## AGENDA - WEDNESDAY, APRIL 21, 2010

- 9:30 a.m.      **Registration and Meet & Greet** *Terrace 1 Foyer*
- 10:00 a.m.      **Welcome MACM Members** *Terrace 1-2*  
Lynn Wagner, 2nd Vice President, Education Chair  
Susan Love, MACM President
- 10:15 a.m.      **So Who Is Taking Care of You?**  
Mike Kutzke, Law Enforcement Coordinator, Ridgewater College,  
Willmar, MN
- 11:30 a.m.      **Lunch**

COURSE TITLE	12:15 - 1:30 p.m.	1:40 - 3:00 p.m.	3:00 - 3:15 p.m.	3:15 - 4:30 p.m.
<b>Let's Make a Deal: Techniques for Negotiating Win-Win Solutions</b>			<b>Break</b>	
<b>Strategies to Deal with Change in an Uncertain World</b>			<b>Break</b>	
<b>Succession Planning: Tools for Today</b>			<b>Break</b>	
<b>Masterful Mentoring Program Launch</b>	<i>Mentoring Pairs</i>	<i>Mentoring Pairs</i>	<b>Break</b>	<i>Mentoring Pairs</i>

4:30 - 6:30 p.m.      **2010 MACM Spring Olympics & Vendor Show** *Terrace 1-2*



6:00 p.m.      **2010 MACM Spring Olympics Awards**





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## AGENDA - THURSDAY, APRIL 22, 2010

- 8:00 a.m.           **Continental Breakfast** *Terrace 1-2*
- 8:30 a.m.           **2010 MACM Business Meeting**
- ◆ Executive Board Report: Susan Love
  - ◆ Treasurer's Report: Joanne Kopet
  - ◆ Legislative Committee Report: Karen Messner
  - ◆ Education Committee Report: Lynn Wagner
  - ◆ Membership Services Committee Report: Jennifer Schlieper
  - ◆ Bylaws Committee Report: Heather Montpetit
  - ◆ District Updates - MACM Executive Board Members
  - ◆ Past President's Report: Mike Moriarty
- 9:45 a.m.           **2010 MACM Officer Elections** *Terrace 1-2*
- 10:00 a.m.           **Refreshment Break**
- 10:15 a.m.           **Communicating with the Public Through the News Media**  
John Kostouros, Director, Minnesota State Court Information Office
- 11:00 a.m.           **Demographic Trends Impacting MN State Agencies** *Terrace 1-2*  
Tom Gillaspy, Minnesota State Demographer, Minnesota State Demographic Center
- 12:00 p.m.           **Lunch and MACM Annual Awards Ceremony** *Terrace 1-2*
- 12:45 p.m.           **Break**
- 1:00 p.m.           **State of the Judiciary Address**  
Chief Justice Eric J. Magnuson





# COURSE DESCRIPTIONS



## *So Who is Taking Care of You?*

Have you ever felt overloaded or overwhelmed? Have you struggled to accomplish everything you and others expect you to accomplish?

Using a fast-paced blend of information, ideas and humor, this presentation is designed to help individuals stay energized and positive in today's challenging work environment by focusing on the importance of self-care and self-efficacy.

This presentation will focus on providing strategies and techniques to assist you in effectively dealing with challenges presented by the ever increasing expectations you face personally and professionally. Please come prepared to smile, laugh and enjoy the experience.



### **ABOUT THE PRESENTER:**



**Michael Kutzke** is a full-time faculty member at Ridgewater College in Willmar, Minnesota and has taught as an adjunct instructor at St. Cloud State University, North Dakota State University, and Minnesota State University Moorhead. He has a M.S. Degree in Social Sciences from North Dakota State University, a B.A. Degree in Criminal Justice from Minnesota State University Moorhead. He has also worked as a police officer for 17 years where his experiences included patrol, investigations, and administration.

Michael has been professionally presenting training courses for over 15 years in a wide-range of topic areas. He has taught multiple academic courses at several colleges and has specialized training in personal and organizational growth and development, change management, supervision, social impact variables, and adult learning theory. Taking pride in his ability to blend humor, information, and adult learning principles, Michael delivers a powerful message with lasting impact.





# COURSE DESCRIPTIONS



## Let's Make a Deal: Techniques for Negotiating Win-Win Solutions

Like it or not, you are a negotiator. Everyone negotiates something every day. In our world today, the emphasis on innovation requires employees to thrive in an environment where people can feel free to challenge ideas and express alternative perspectives. Agreement, consensus and forward movement is best achieved when our competing ideas can be expressed in a forum of respectful negotiation.

Negotiating, however, is not easy. Standard strategies for negotiation often leave people dissatisfied, worn out, feeling resentful or alienated. The key to achieving solutions where people feel empowered and everybody wins, is to apply the strategies and techniques of principled negotiation.

This session will expand your ability to invent alternative solutions for mutual gain focusing on ways to negotiate with people who may be difficult to agree with. Through the use of tested principles and standards. Participants will learn how to enhance their negotiating power. *Don't Debate, Negotiate!*



### ABOUT THE PRESENTER:



**Karl Mülle** is known for his ability to combine psychological insight with humor and practical application to deliver inspiring messages on human effectiveness. His warm and friendly presentation style and in-depth knowledge of his topics engage his audiences.

Karl graduated from Cornell University with a Bachelor's degree in Economics and holds professional degrees in Divinity and Counseling Psychology from Trinity International University in Chicago. Karl has over 25 years of experience as an adult educator. He has traveled extensively throughout the United States (46 states) and European, Asian and African countries (26 countries) as a competitor with Athletes in Action as well as a speaker. Karl is a psychotherapist in private practice.





# COURSE DESCRIPTIONS



## *Strategies to Deal With Change in an Uncertain World*

Are you ready for the changes the future holds for you? Are you prepared to identify and take advantage of the opportunities that change will present? Are your personal and professional priorities clear? In a fun and fast-paced learning environment, this training addresses practical strategies designed to help increase your effectiveness in adapting to personal and professional change. This training focuses on providing techniques and ideas to assist you in effectively dealing with the impact of constant change and assisting in the identification of positive opportunities and possibilities present in both personal and professional change.



### **ABOUT THE PRESENTER:**



**Michael Kutzke** is a full-time faculty member at Ridgewater College in Willmar, Minnesota and has taught as an adjunct instructor at St. Cloud State University, North Dakota State University, and Minnesota State University Moorhead. He has a M.S. Degree in Social Sciences from North Dakota State University, a B.A. Degree in Criminal Justice from Minnesota State University Moorhead. He has also worked as a police officer for 17 years where his experiences included patrol, investigations, and administration.

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# COURSE DESCRIPTIONS



## *Masterful Mentoring*

What did Kirby Puckett and Jerry Garcia have in common? They were both mentors! Kirby Puckett mentored Torii Hunter and Jerry Garcia mentored Carlos Santana.

Virtually anyone can benefit from having a mentor. And most well-known, accomplished and successful people can identify people in their lives who acted as mentors. MACM is launching its reciprocal mentoring program with a course designed to lay the ground work for a successful year-long relationship.



### **COURSE OBJECTIVES:**

- Meet your mentoring partner;
- Personalize your mentoring experiences;
- Discuss mentoring as a means to achieving individual and organizational goals;
- Describe benefits to mentors and the court;
- Clarify roles and responsibilities of mentors;
- Identify skills for effective mentoring;
- Recognize pitfalls of partnership.

### **ABOUT THE PRESENTER:**



**Deb Morse** has been with the Fourth Judicial District since 1998. She has held various positions in District Court Administration and Human Resources. She has been in her current role, Human Resources Manager, since 2008. Deb holds a Bachelor of Arts Degree in Psychology from the University of Minnesota. She is certified to facilitate InsideOut Coaching, 7 Habits of Highly Effective People, Leading at the Speed of Trust, and is a certified Center for Creative Leadership Benchmark facilitator. She has also led classes in mentoring, performance management, and customer service.





# COURSE DESCRIPTIONS



## *Communicating with the Public Through the News Media*

### PRESENTATION GOALS:

- Part 1: Familiarize participants with Judicial Branch philosophy and policies regarding media
- Part 2: Provide strategies for more effective contact with media and the public
- Part 3: Empower participants with tips on interviewing



### ABOUT THE PRESENTER:



**John Kostouros:** After a 20 year career as a newspaper reporter, editor and editorial writer, and 12 years operating his own consulting business specializing in strategic communications and organizational development, John Kostouros joined the Minnesota courts in April 2005.

John currently serves as Communications Director for the State Court Administration and Supreme Court, and director of the state Court Information Office.

John lives in Minneapolis with his wife of 38 years. He has two grown children.

### EDUCATION:

Bachelor of Arts, Western Illinois University;

Master of Arts, Mass Communications and Journalism, University of Minnesota;

Certificate, Project Management, University of Minnesota;

Examiner, Malcolm Baldrige Total Quality Award.







# COURSE DESCRIPTIONS



## Demographic Trends Impacting MN State Agencies

Minnesota has been very successful and ranks among the leaders in many social and economic indicators, but past performance does not ensure the future in a rapidly changing environment. And the economic and demographic environment is changing very rapidly. Minnesota, the nation, and much of the world has entered a “New Normal” for the economy and profound demographic changes are behind this “New Normal”.



Tom Gillaspay will discuss the nature of the “New Normal”, its implications for state government programs and budgets, focusing on Minnesota’s judicial system.

### ABOUT THE PRESENTER:



**Tom Gillaspay** has served as the Minnesota State Demographer since 1979. During that time, he has been involved with a wide-ranging set of issues, applying an understanding of demographic trends in such areas as the state’s economy, health care for an aging population, education, higher education, welfare reform, rural population change, labor shortages, immigration, housing, government spending, and the aging state workforce. The demographer is in the Minnesota Department of Administration.

Prior to moving to Minnesota, Tom held the position of demographer at the Andrus Gerontology Center, University of Southern California. He received his Ph.D. in economics from the Pennsylvania State University, specializing in economic demography. He also holds a Masters Degree in agricultural economics. Born and raised in Texas, he received his undergraduate degree in economics from the University of Texas at Austin.

