

# E-SJI NEWS

## Talent Management Program Addresses Future Workforce Needs

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A quarter of the Judiciary of Guam’s workforce is 50 years of age or older, and one-half of court leaders, directors, and managers are eligible to retire as of 2012. Absent proactive steps to prepare for future staffing and workforce needs, the Judiciary sought SJI support through a Technical Assistance grant to acquire skilled consulting in the areas of succession planning and talent management (SJI-12-T-161).

Under the leadership of Chief Justice F. Philip Carbullido, Associate Justice Katherine Maraman, and Administrator of the Courts Perry Taitano, the Judiciary developed and implemented a Talent Management Program (TMP) in 2013 with the assistance of an internal Talent Management Team and Dr. Brenda Wagenknecht-Ivey of [PRAXIS Consulting, Inc.](#)

The Judiciary’s TMP has two tracks: 1) Leadership Development; and 2) Career Development. The Leadership Development track focuses on developing and retaining high potential, internal staff, ensuring the Judiciary has a pipeline of qualified candidates to fill critical leadership and management positions when vacated. The Career Development Track provides other high performing staff with additional training and career enhancement opportunities to ensure a highly skilled workforce.

Features of the Judiciary’s TMP, along with tips and other replicable samples from the Judiciary and several other courts, are available in the Talent Management Resource Guide. The Resource Guide includes:



- Steps for implementing a Talent Management Program;
- A description of the Judiciary’s two TMP tracks;
- Eligibility requirements and application procedures for the Judiciary’s tracks;
- Tips for evaluating TMP applicants and for developing future leaders;
- Samples of key positions and competency models;
- Sample policy statements, forms, and templates; and
- Other tips and recommendations for developing and rolling out a TMP.

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The Judiciary expects to reap many benefits from the TMP, including:

- Institutional knowledge of experienced court leaders and managers will be preserved and shared;
- Continuity of operations and high quality services will be maintained as turnover occurs;
- Staff will perform at a higher level with increased knowledge, skills, and abilities;
- Staff will be more engaged and committed due to leadership and career development opportunities; and
- Vacancies will be able to be filled more quickly from groups of qualified, internal staff, who have proven track records.

The [Talent Management Resource Guide](#) is available from the Judiciary of Guam's website and the [NCSC Library and Digital Archive](#).

## Dividing the Waters Initiative Provides Critical Resources to State Court Judges



Dividing the Waters  
Associated with  
The National Judicial College

Since FY 2009, SJI has supported the National Judicial College's (NJC) [Dividing the Waters \(DTW\)](#) initiative, which provides judicial officers, responsible for presiding over complex and varied water litigation matters, a forum for learning and exchanging ideas.

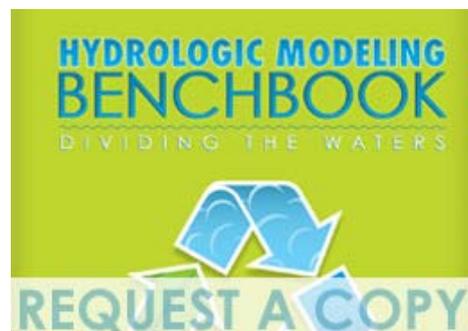
DTW initially began with a single educational objective with the understanding that, "to fulfill their professional obligations effectively, judges presiding over water adjudications needed an ethical forum in which they could talk to and learn from each other, hear from scientists and experts in other disciplines, and explore local and national perspectives." During this time, the initiative provided a variety

of face-to-face courses for judicial officers seeking to increase their knowledge about this critical issue. In subsequent years, this program expanded online to reach more judicial officers located in specific regions, such as the Marcellus Shale.

One of the most successful endeavors of the project has been its ability to build a water knowledge network where judges, special masters, and referees are able to connect professionally. Additional objectives of DTW include:

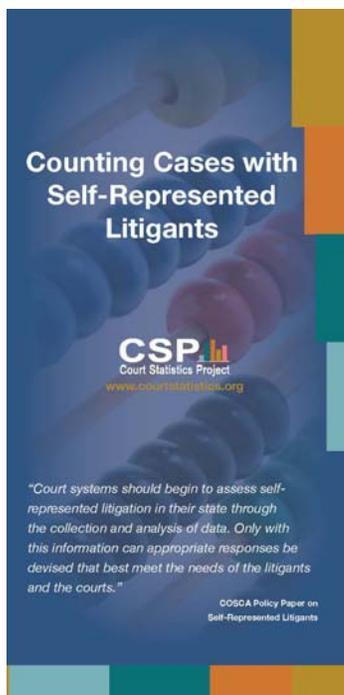
- Sharing information about how the different states have structured and conducted stream adjudications and other water law proceedings;
- Discussing the issues on conducting water law cases from legal and logistical considerations;
- Learning what works, and what does not work, so judges newly introduced to the dynamics of water law have the benefit of peer-to-peer mentoring and experience; and
- Benefiting from outside expertise, inclusive of technical and scientific experts from a variety of subject areas critical to water law cases.

The [2014 Dividing the Waters Conference](#) will be held May 14-17 at the University of Oregon School of Law, and include judicial officers, water law experts, scholars, and stakeholders from around the United States.



Recently, DTW released its first [Hydrological Modeling Bench Book](#), as well as expanded the online availability of a number of [publications](#) previously only made available to past participants of DTW courses. The online resource includes bench books, articles, summaries of key court decisions related to water cases, and *the DTW Network Note*. To connect with the DTW and learn more about its programs and resources, contact the [NJC](#).

## CSP Develops Brochure and Enhances SRL Project Website



The [Court Statistics Project](#) (CSP), hosted by the National Center for State Courts (NCSC), with joint support from the Conference of State Court Administrators (COSCA) and the National Association for Court Management (NACM), continues to update content related to the *Developing Standardized Definitions and Counting Rules for Cases with Self-Represented Litigants* project (SJI-12-P-084).

The most recent update now includes a [brochure available online](#), or in hard copy, by request to the CSP.

Additional plans to further initiate and disseminate content through the site include: 1) a blog about the project authored by the [Self-Represented Litigant Network](#) (SRLN); 2) links to various SRL resource and stakeholder sites and products of interest; and, 3) new features on this topic.

## Call for E-SJI News Articles

SJI is always interested in news article proposals from its grantees and other stakeholders. Articles of 500 words or less from projects that are either: a) ongoing, with information to share; or, b) have recently completed and could be beneficial to a larger state court audience, are of greatest interest. SJI reserves the right to edit all submissions for any reason.

Submissions, including all article content in Microsoft Word, images or logos, and any links, should be emailed to [kathryn.tuck@sji.gov](mailto:kathryn.tuck@sji.gov) by the 15<sup>th</sup> of each month.

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The State Justice Institute is a federally-funded, non-profit corporation established by federal law in 1984 to improve the quality of justice in the state courts.

