



MENTORS PROGRAM FOR EXECUTIVES & MANAGERS

NAPD, through its Systems Builders Committee, works to strengthen the quality of public defense delivery systems throughout the country. The Systems Builders Committee is comprised of current and retired defender leaders, public defender board and/or commission members, and system advocates representing a range of experiences and perspectives on public defense issues. Our mission is to assist leaders who are building excellent, client-centered public defense programs, through training, consultation, collaboration, and on-site technical assistance.

Beginning January 1, 2018, the Committee will launch its Mentors Program for Executives & Managers. This support is available to any public defense leader/manager who seeks a mentor to address professional or personal challenges while seeking to build a client-centered, best-practices public defense program. The Mentors Program is for new and veteran leaders. Mentors will be arranged after sufficient consultation to ensure that appropriate work style and expertise will create an effective mentoring relationship. NAPD has cultivated a community of leaders (all of whom have benefitted from mentoring relationships themselves) who are available to support their colleagues as mentors.

Anticipated topic areas for the Mentors Program include, but are not limited to:

- **Personnel Skills** (creating evaluation protocols for staff/leadership; initiating conversations about cultural competency; creating a sexual harassment training program; acknowledging and rewarding good work, mediating conflict between staff; fostering the team-based approach; quelling turnover, etc.)
- **Internal Programs** (starting or improving training programs; engaging in mission/vision work as an office exercise; engaging the client community [including complaints]; starting a social media campaign; ensuring effective conflict representation; enhancing case management/data collection, etc.)
- **Personal Growth** (identifying/adapting a leadership style, communication skills, conflict management, self-care, time management, modeling inclusivity, etc.)
- **External Challenges** (workloads management; resource issues; bad/no press; harmful legislation; challenges to community collaboration; physical obstacles to client contact/confidentiality; political interference with zealous advocacy, etc.)

For more information or to request a mentor, email the Systems Builders Committee Chair at William.Ward@pubdef.state.mn.us or the NAPD Executive Director at ernie.lewis@gmail.com