



LEAD ACADEMY
LEADERSHIP EXCELLENCE ACHIEVEMENT & DEVELOPMENT



2024 LEAD Academy

Presented by the National Conference of Bankruptcy Clerks

Not all leaders have “manager” or “supervisor” in their titles. Effective leadership at all levels is vital to the future of court excellence and accomplishing the mission and vision of the courts. Leaders are a positive influence on their teams and in their courts. They understand how courts and the judiciary on a wider scale operate effectively to work with others to accomplish its short- and long-term strategic goals. Leaders recognize how trust and culture impact their respective teams and their courts when tackling change and challenges in the workplace. Excellent leaders are self-aware and are attentive to the unique strengths and weaknesses they bring to the table.

The LEAD Academy is a four-month learning and development program for non-supervisory NCBC members. The program helps court employees gain essential leadership skills to take on greater responsibilities in their current positions. Space is limited to 35 participants. The program begins on April 29, 2024. Some course materials will require out-of-pocket expenses not to exceed \$100.

The LEAD Academy is comprised of four components:

- **Mentor Connect:** As a LEAD Academy participant, your mentor will serve as your partner in applying the skills learned during the LEAD Academy program to your current role in your court. Participants and mentors will receive a Mentor Connect Workbook with the required readings, assignments, and discussion questions to guide their learning. Participants and mentors should connect approximately every two weeks to complete the Mentor Connect Workbook prior to the LEAD Academy Workshop. Participants may choose their own mentor or request a mentor from the NCBC.
- **Gallup CliftonStrengths:** Each LEAD Academy participant is required to complete a Gallup CliftonStrengths 34 assessment in order to acquire their complete unique talent profile. For participants completing the assessment for the first time, the assessment is accessible through the [Gallup CliftonStrengths website](#) at the cost of \$59.99. Participants who have previously completed the Top 5 CliftonStrengths assessment can upgrade their assessment at a reduced cost of \$49.99. Participants are encouraged to check with their respective court units prior to purchasing, as the cost for the assessment may be paid or reimbursed to them.
- **LEAD Academy Workshop:** A LEAD Academy Workshop will be held from 8:00 AM to 5:00 PM on Monday, July 29, 2024, at the NCBC Annual Conference in Boston, Massachusetts. The workshop will build on knowledge learned from the pre-workshop assignments, discussions with mentors, and will be facilitated by experienced court leaders and subject matter experts. In-person attendance is required at the LEAD Academy Workshop for all LEAD Academy participants.

- **Self-Development and Long-Term Career Development Planning:** Following the LEAD Academy Workshop, participants will attend an interactive virtual session focused on goal setting and career development. Attendance is required. During this session, participants will have an opportunity to draft a personal self-development plan. The development plan focuses on short- and long-term goals that can attribute to both personal and professional development. They will finalize their development plan with their mentors, applying concepts learned from the program.

Program Requirements:

- Participants must have an active NCBC Membership by January 31, 2024, to receive the NCBC Conference discounted rate.
- Nominees are required to attend an in-person workshop held during the annual NCBC Conference. Nominations will be treated as an agreement to fund travel to the in-person LEAD Academy Workshop by the local court unit or individual participant.

Nominations for the LEAD Academy will be accepted from March 4, 2024, through March 29, 2024. Nominations will not be accepted past the deadline. Participants interested in the LEAD Academy program need to be nominated by their Court Unit Executive (CUE). CUEs may nominate one participant and one alternate participant from their respective courts.

For more information on the program, please visit the [LEAD Academy Website](#) or contact [Danielle Cripe](#) or [Jamie Smith](#), LEAD Academy Subcommittee Co-Chairs, or [Jan Zari](#), NCBC Mentorship Committee Chair.