

## 2<sup>nd</sup> Circuit Specialists: Leading From the Line

May 7 – 10, 2018  
Saratoga Springs, NY  
Courtyard Marriott

### Agenda

#### MONDAY, May 7

4:00 PM – **Early Conference Registration** Hotel Lobby  
6:00 PM

#### TUESDAY, May 8

7:30 AM – **Conference Registration** Excelsior Foyer  
8:30 AM

7:30 AM – **Light Continental Breakfast** Excelsior Foyer  
8:30 AM Fresh Brewed Coffee/Tea, Chef's Choice of Pastries.  
*Note: Food and beverage service ends at 8:30 a.m.*

8:30 AM **Welcoming Remarks** Excelsior Springs Ballroom  
**Presenters:**  
Bruce D. VanTassel, CUSPO, NYN  
Susie Merchant, Sr. Education Specialist, Probation & Pretrial Services Education, FJC

8:45 AM – **Discover Your Excellence**  
9:15 AM  
**Description:** In this session, participants will be provided with an overview of the FJC Competencies for Experienced U.S. Probation & Pretrial Service Officers. The four competencies selected for this conference will be highlighted. They are: Role Awareness, Confidence in Decision Making, Everyday Leadership, and Resilience.

**Presenter:** Mark A. Sherman, JD, LLM, Assistant Division Director, Probation & Pretrial Services Education, FJC

9:15 AM – **Starting With WHY: A Lesson in Aligning Values to Mission**  
10:00 AM

**Description:** Using ideas from author Simon Sinek's video and book, *Starting With Why*, in this session we will explore personal and professional values and how they

align with the work we do to accomplish the mission/vision of U.S. Probation and Pretrial Services.

**Presenter:** Susie Merchant, Sr. Education Specialist, Probation & Pretrial Services Education, FJC

10:00 AM – **Break.** Coffee, Decaf and Tea will be provided.  
10:15 AM

10:15 AM – **Starting with WHY (continued)**  
11:00 AM

11:00 AM – **Competency: Role Awareness**  
12:15 PM

**Description:** In this interactive session participants will examine the definition, behaviors and outcomes of Role Awareness.

**Presenter:** Christina Ruffino, Education Specialist, Probation & Pretrial Services Education, FJC

12:15 PM – **Lunch:** On Your Own  
1:30 PM

1:30 PM – **Breakouts:** Role Awareness  
2:30 PM

**Description:** In this session, participants will break out into 8 smaller groups. You will answer some questions as a group about your role as a Sr. Officer. Come up with 4 or 5 solid factors that run through that role. Take them into your District Breakout (next session).

Schuyler  
Canfield  
Yaddo  
Kaydeross  
Carousel  
Suites 1, 2 and 3

2:30 PM – **Break.** Coffee, Decaf and Tea will be provided.  
2:45 PM

2:45 PM – **Breakouts:** In District—Role Awareness  
4:15 PM

**Description:** In this session, you will engage in discussions as a district about the 4 factors your small group came up with. As a district, combine lists, and narrow down to 4 or 5. Discuss those factors and how you will incorporate them into your everyday practice.

Schuyler  
Canfield  
Yaddo  
Kaydeross  
Carousel  
Suites 1, 2 and 3

4:15 PM **Adjourn**

5:00 PM – **No Host Social:** Jacob & Anthony's, 38 High Rock  
7:00 PM Avenue, Saratoga Springs.

## WEDNESDAY, May 9

8:15 AM – **Light Continental Breakfast** Excelsior Foyer  
8:45 AM Fresh Brewed Coffee/Tea, Chef's Choice of Pastries.  
*Note: Food and beverage service ends at 8:30 a.m.*

8:45 AM – **Competency: Everyday Leadership** – Concurrent  
12:00 PM Workshops

8:45 AM – Breakout 1: Excelsior Springs East  
10:15 AM **Everyday Leadership: Questions to Ask**

**Description:** In a busy, competitive work environment demanding instant answers, Everyday Leadership: Questions to Ask helps us bring curiosity, courage, compassion, and conviction to our organization by clarifying what is important and avoiding "group think." Based on Harvard professor James E. Ryan's work on Life's Essential Questions, the program applies the principals of open communication and safe inquiry to both the roles of leader and courageous follower. Beginning with "Wait...what?" and ending in "What really matters?" the program is particularly helpful to participants undergoing periods of change and those involved in the planning process.

**Presenter:** Danny Kuhn (DCUSPO, WV/S Ret.), President, Favoritetrainers.com

Breakout 2: Excelsior Springs West

### **60 Second Coach: Everyday Leadership with a New Perspective**

**Description:** In this session, participants will get a blue print of how to lead in simple, easy chunks of 60 seconds each. To increase their leadership effectiveness, they will learn how to make their time with people more valuable in order to have more impact in every conversation they have, deepening relationships through trust, and increasing performance.

**Presenter:** Frank Keck, Founder/CEO of CoreBuild

10:15 AM – **Break.** Coffee, Decaf and Tea will be provided.  
10:30 AM

10:30 AM – **Repeat** Concurrent Workshops (switch rooms)  
12:00 PM

12:00 PM – **Lunch:** On Your Own  
1:30 PM

1:30 PM – **Competency: Confidence in Decision Making** Excelsior Springs Ballroom  
3:15 PM  
**Description:** In this interactive session participants will examine the definition, behaviors and outcomes of Confidence in Decision Making.  
**Presenter:** Cassandra Snyder, Education Attorney, Probation & Pretrial Services Education, FJC

3:15 PM – **Break.** Coffee, Decaf and Tea will be provided.  
3:30 PM

3:30 PM – **Breakouts:** Like Disciplines—Confidence in Decision Making Excelsior Springs East  
Excelsior Springs West  
Skylar  
4:30 PM  
**Description:** In this session, participants will break out into group of officers who are in their same discipline (Pretrial, Presentence, Post-Conviction). You will participate in scenarios and practice decision making and articulating justifications for the decisions.

4:30 PM **Adjourn**

## THURSDAY, MAY 10

8:00 AM – **Light Continental Breakfast** Excelsior Foyer  
8:30 AM  
Fresh Brewed Coffee/Tea, Chef's Choice of Pastries.  
*Note: Food and beverage service ends at 8:30 a.m.*

8:30 AM – **Competency: Resilience** Excelsior Springs Ballroom  
11:30 AM  
**The 4 Rs to Remarkable Results through Resiliency**  
**Description:** What does it take to lead like a champion? Is there a secret to getting remarkable results through resiliency? No. There is not one secret; there are four. In this powerful and interactive presentation, Craig Valentine will share the secrets that help you not only become more resilient, but **also enjoy the process of**

**improvement.** Whether you have the title of a leader or not, you can become the type of person others respect, admire, and want to follow. Become resilient.

**Presenter:** Craig Valentine, MBA

11:30 AM – **Closing Remarks & Adjourn**  
11:45 AM

**Planning Committee Members:** Christine Connolly (NYN), Kim Cerullo (CT), Marlyn Pollard (CT), Phyllis Drum, FJC, Robert Trail (NYS/PTS), Ron Tetu (VT), Susie Merchant, FJC, Taia Givens-Childress, (NYE/PTS), Thomas Mixon (NYS/Prob (ret.)), Dawn Doino (NYS/Prob), Tim Englerth (NYW), Vita Quartara (NYE/Prob), and Jesse Gomes (CT).