



1st Annual Leadership Symposium

July 25th & 26th, 2023
Effingham, IL

SPECIAL THANKS

The Illinois Probation and Court Services Association’s Executive Board of Directors would like to recognize the Leadership Symposium’s Planning Committee for their hard work, inspiration and dedication to this project.

Tod Dillard, Morgan County
Alice Elliott, Kendall County
Thomas Gregory, Vermilion County
Cheryl Meyers, Effingham County
Michael Muhammad, Cook County
Stephen Sells, Kane County
Carla Stalnaker, Clinton County
Tina Young, Cook County

SYMPOSIUM AT A GLANCE

July 25th

8:00 a.m. — 9:00 a.m.	Registration
9:00 a.m.—12:00 p.m.	Keynote Presentation
12:00 p.m.—1:30 p.m.	Lunch
1:30 p.m. – 3:00 p.m.	Breakout Sessions
3:00 p.m. – 3:15 p.m.	Break
3:15 p.m. - 4:45 p.m.	Breakout Sessions
5:30 p.m. – 7:00 p.m.	IPCSA Social

July 26th

8:00 a.m. — 8:30 a.m.	Morning Welcome
8:30 a.m.— 10:00 a.m.	Breakout Sessions
10:00 a.m.—10:15 a.m.	Break
10:15 a.m. – 11:45 a.m.	Breakout Sessions
11:45 a.m. – 1:15 p.m.	Lunch
1:15 p.m. — 2:00 p.m.	Launch of Leadership Academy
2:00 p.m.—3:15 p.m.	CMO Committee Meeting
	Supervisor’s Committee Meeting

FEATURED SPEAKER



Dr. Alexandra Walker has more than 20 years of experience in the field of reentry and behavioral health. She offers diverse background in evidence-based practices, training, program development, implementation science, and treatment modalities. Alex has worked on a myriad of federal, state, and local justice initiatives and research projects. Most recently she transitioned from the Colorado Parole Board as Vice Chair to co-found and run the Alliance for Community and Justice Innovation (ACJI). Having managed implementation efforts large and small across the correctional space, Alex brings a wealth of experience in both community based and institutional corrections. She is well versed in the development, implementation, and measurement of fidelity to their highest impact practices and programs. As the Director of Community Relations and Strategy for ACJI, Alex provides tools, strategies, research and evaluation supports for implementation efforts at the state and local level, coaches leaders on implementation and staff engagement efforts, and develops practices and resources for specialized populations with organizations across the country.

8:00 a.m. — 9:00 a.m. Registration

9:00 a.m.—12:00 p.m. Keynote Presentation....Dr. Alexandra Walker, ACJI

Rooms C/D

Failing Forward: Staying Resiliently Optimistic in Community Corrections

Embracing a career in corrections is not for the faint of heart. Even the most passionate, committed, and capable professionals can become hardened, cynical, and ultimately burn out. In a field where change is hard and success feels short-lived, hope and passion can be in short supply. So how do we stay focused on the important work that we do, those we serve, and stay resiliently optimistic? Join Dr. Alexandra Walker as she shares how to build hope and ignite passion by embracing what it means to fail forward in community corrections.

The Organizationally Intelligent Leader: 10 Essential Principles of Implementation Leadership

In today’s criminal justice environments effective leaders are those who not only embrace the sciences of effective risk and recidivism reduction, but also the science of effective implementation. These leaders are driven by the desire to change their organizations to authentically implement evidence-based practices (EBP) and justice reform initiatives. Initially, such implementation requires a certain set of leadership attitudes to drive change at the system level. However, the commitment to EBP or reform is not enough to overcome the challenges of real-world human systems. In these less-forgiving environments, leaders are faced with critical human and systemic challenges that can often impede effective implementation. This presentation will focus on the *10 Essential Principles of Implementation Leadership* that are necessary to overcome these challenges and significantly impact organizational change.

12:00 p.m.—1:30 p.m. Lunch

Rooms A/B

1:30 p.m. – 3:00 p.m. Breakout Sessions

Understanding the Why Triangle (ACJI)

GROUP A

Rooms C/D

Connecting your why to the why of your organization and the why of the work increases engagement and reduces the natural resistance that happens when people are asked to change the way they work. During this session, participants will be introduced to the Why Triangle, a tool organizations can use to identify their purpose and the top 2-3 high-impact strategies that align and are designed to help your organization fulfill its mission. This tool can also be used to engage staff in change efforts by connecting their personal why to the why of the implementation efforts you are work on.

Employment Law for Supervisors (AAIM)

GROUP B

Rooms Lincoln/Kennedy/Reagan

Every day supervisors deal with employment situations that, if not handled responsibly and legally, can result in serious consequences, including penalties and lawsuits. Regardless of your experience as a supervisor, you can always benefit from learning more, or refreshing your memory, about essential employment law. Through a combination of learning activities in this course, participants will learn to:

- Stay out of legal trouble with tips on interviewing
- Treat employees fairly by understanding and following anti-discrimination/anti-harassment laws
- Avoid misunderstandings on legal rules of compensation
- Follow fair discipline techniques and legal rules on ending employment

3:00 p.m. — 3:15 p.m. Break
3:15 p.m. —4:45 p.m. Breakout Sessions

Implementing Effective Motivation (AAIM) GROUP A Rooms Lincoln/Kennedy/Reagan

Leaders are tasked with “motivating” people and building engagement, but doing so can be difficult. In this workshop, we’ll identify the factors that effect employment performance in the 21st century workplace and how you can impact it. Learning objectives for this session are:

- Defining Motivation
- Identifying reasons why the “carrot and stick” motivation does not work
- Recognizing essential elements of motivation
- Developing strategies and tactics to improve engagement and positive behaviors
- Defining actions leaders can take to support motivation
- Applying leadership styles that can influence motivation

Culture is King: Addressing and Diagnosing Organizational Culture (ACJI) GROUP B Rooms C/D

The criminal justice system is entangled in a grueling era of change. Staff in community-based supervision agencies are coping with multiple and sometimes competing initiatives. We see parallel challenges in jails, prisons, courts, and law around us. As we work to implement evidence-based practices and programs to get better results, we confront the arduous and sometimes unforgiving elements of the real world that inhibit our ability to get measurable, lasting change. This presentation will focus on one of the primary drivers for change failure: organizational culture. We will discuss the impact that organizational culture has on our change efforts and, using the *Culture Dialogue Tool*, discuss what you can do to take charge of your organizational culture and the impact it is having on your efforts.

5:30 p.m. —7:00 p.m. IPCSA Networking Social

ABOUT ACJI

The Alliance for Community and Justice Innovation is dedicated to the implementation of transformational, researched-based principles, practices and policies designed to innovate and bring about system change. Their team brings over 100 collective years of experience in criminal justice, human services, community –based organizations and the behavioral health system, applying innovation, creativity and insight into the implementation of research-driven practices. Their services include training and coaching, research and evaluation, strategic planning and vision development, implementation support based on the fundamentals of implementation science, policy advisement, leadership development and organizational change facilitation. They provide services that include support and coaching for 1) direct service providers, 2) supervisors and future leaders and 3) leadership, stakeholders and change agents. Understanding that people are our biggest resource in implementing new practices and change, they strive to provide the most innovative strategies in facilitation, fidelity tools, process improvement strategies, and leadership development.



ABOUT AAIM

AAIM is a mission-driven organization focused on helping businesses be better to improve the communities we live and work in by providing comprehensive HR solutions that help you hire, develop, and retain employees while navigating the messy world of compliance to keep your policies up to date.

AAIM Employer’s Association serves 2200 employers across the United States. Since 1998, AAIM has provided various businesses of all sizes with the services, tools, and resources they need to hire, develop, and retain employees efficiently and effectively. Their members enjoy access to world-class services, subject-matter experts, current legal information and statistical data, leadership and educational programs, peer-to-peer networking, and special events.



8:00 a.m. — 8:30 a.m. Morning Welcome

8:30 a.m.—10:00 a.m. Breakout Sessions (repeated)

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10:00 a.m.—10:15 a.m. Break

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GROUP A

Rooms C/D

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Wednesday.....JULY 26, 2023

11:45 a.m.—1:15 p.m. **Lunch**
1:15 p.m. – 2:00 p.m. **Launch of the Leadership Academy**
2:00 p.m.—3:15 p.m. **CMO Committee Meeting**
 Supervisor’s Committee Meeting



FUTURE IPCSA CONFERENCES

Spring 2024	TBD
Fall 2024	Will County
Spring 2025	TBD

REGISTRATION INFORMATION

Thelma Keller

To Register for this event, go to
<https://ipcsa.org/events/ipcsa-leadership-symposium-save-the-date/>

Cost: Member Rate: \$250.00
 Non-Member Rate: \$310.00

HOTEL INFORMATION



Holiday Inn
1301 Avenue of Mid America
Effingham, IL 62401
217-540-7777
(no on-line registration available for this event)
\$120.00 plus tax and fees
Mention PCS when making reservations