




# JUDICIAL LEADERSHIP IN ACTION:

Navigating Conflict, Administration,  
Ethics, and Communication



WINTER NJLJ 2025  
January 29<sup>th</sup>



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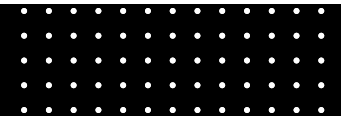
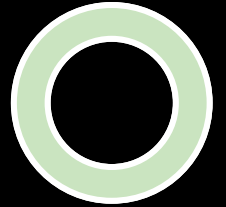
# OBJECTIVES

- To empower judges with the tools and knowledge necessary for effective leadership strategies.
- To discuss the evolving role of judges in the context of current judicial responsibilities and leadership expectations.



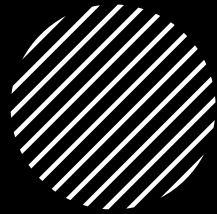
# SESSION PROCEDURE

- A discussion revolving around some of the most popular topics based upon survey
  - Conflict management and leadership
  - Administrative leadership, especially in rural courts
  - Leadership and Ethical Boundaries
  - Judicial Social Media Strategy
- For each topic, 10 – 12 minutes to:
  - Introduce / provide context
  - Discussion / insight from presentation panel
    - Include insights and comments from survey
  - Q & A with audience



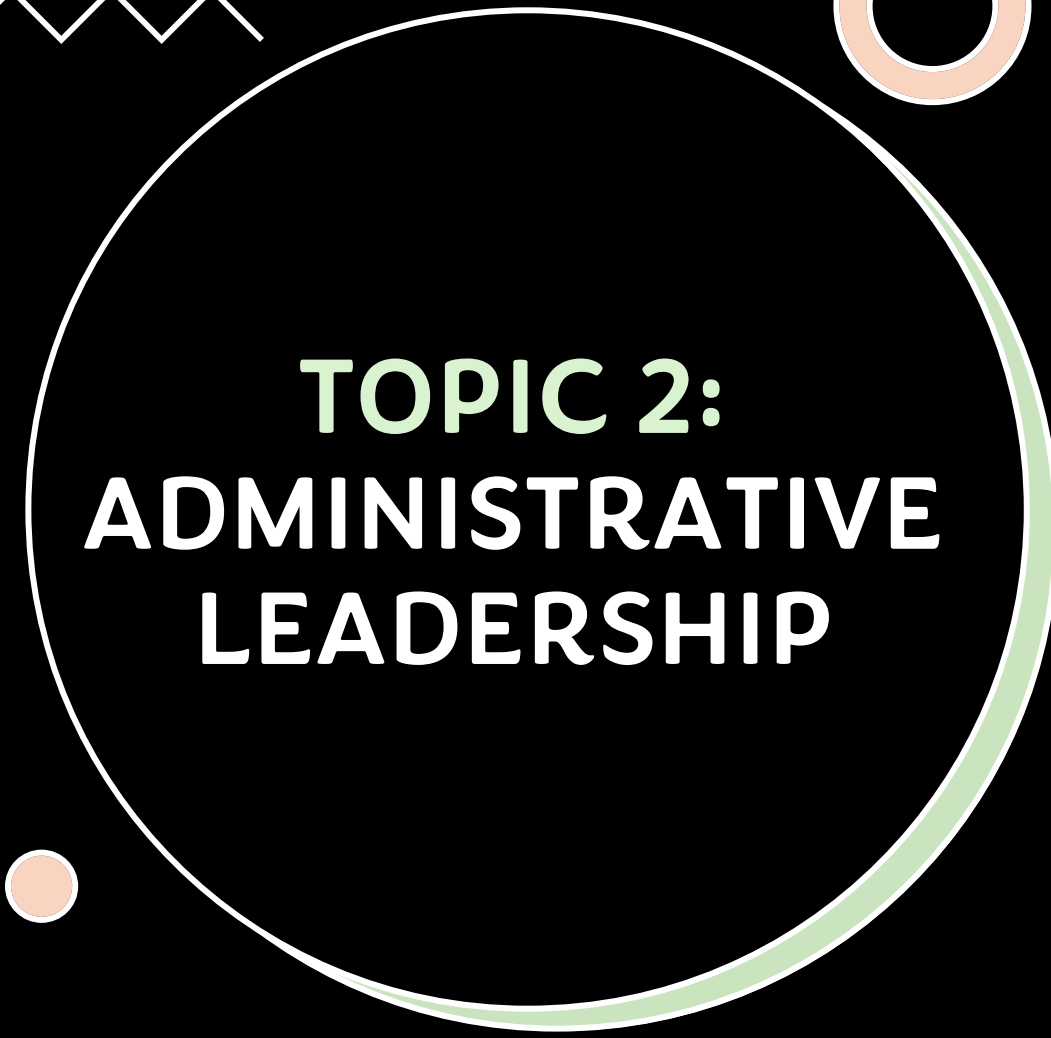



# TOPIC 1: CONFLICT MANAGEMENT AND LEADERSHIP



What leadership techniques are effective for judges in managing and mediating conflicts among stakeholders while maintaining judicial neutrality?

- Balance professionalism and approachability when interacting with stakeholders
- Collaboration and communication with stakeholders can improve court processes and community trust
- Active listening. Adjust if necessary and set expectations for everyone, including yourself
- Maintain a presence with stakeholders, be aware of trends in the community, be transparent



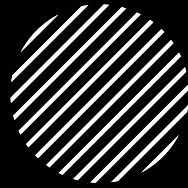
## TOPIC 2: ADMINISTRATIVE LEADERSHIP

What specific leadership challenges do judges face with administrative duties, and how can they effectively lead their teams?

- Empower the Team: Foster a respectful and supportive environment for clerks, bailiffs, and other staff
- Open Communication: Hold regular meetings to address challenges and improve processes
- Training and Development: Encourage professional growth and provide resources for staff development
- Rural judges often face unique challenges, including perceptions of their roles and responsibilities



## TOPIC 3: LEADERSHIP & ETHICAL BOUNDARIES

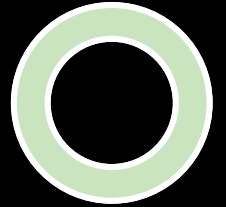


How can judges demonstrate leadership in the community while maintaining the ethical boundaries required by their role?

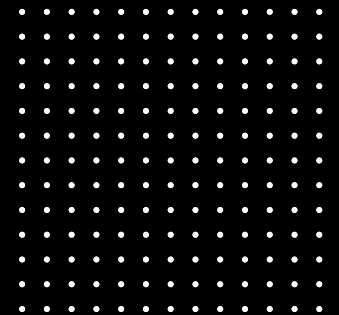
- Judges face unanticipated challenges such as public scrutiny, administrative burdens, and emotional weight from their decisions
- Foster trust, adapt processes based on feedback, and maintain ethical leadership
- Inside the courtroom: uphold fairness, maintain order, provide sound decision-making, educate and guide
- Outside the courtroom: Community engagement, promote justice awareness, be a role model for integrity, provide mentorship & support
- Demonstrate competency and leadership. The decisions you make on the bench will inspire trust.

Considering the potential benefits and risks, how should judges approach social media to enhance their leadership role without compromising their impartiality?

- Positive aspects:
  - Community connection, justice advocacy, humanizing judge's role, public engagement
- Challenges / Risks:
  - Maintain impartiality, confidentiality, public perception, boundaries between personal / professional, cybersecurity & safety
- Maintain impartiality, confidentiality, and professionalism
- Use social media for educational purposes and exercise restraint in personal expression
- Adhere to judicial ethics and professional conduct codes when posting.
- Ensure posts reflect the dignity and integrity of the judicial role
- Manage privacy settings carefully but operate under the assumption that all posts can become public



## TOPIC 4: JUDICIAL SOCIAL MEDIA STRATEGIES





# FINAL THOUGHTS? QUESTIONS?

You play a critical role in enhancing your court and overall experience of everyone that interacts with the court.







**THANK YOU!**

Don't forget to fill out  
the session survey!