



Vol. 1, No. 30. March 24, 2009

Dear Colleagues:

This week the top leadership group within OJJ had the opportunity to spend two and a half days together at a leadership retreat. People who were there included all the Regional Managers and Facility Directors, and the administrative team from central office. Our learning experience was facilitated by three of the nation's most seasoned juvenile corrections veterans. We were privileged to learn from them as they shared the lessons of their vast number of years of experience.

Andie Moss, president of The Moss Group, from Washington, DC, was the lead member of the faculty, and she was joined by Gwendolyn Chunn, retired Executive Director of the Juvenile Justice Institute at North Carolina Central University, and Leonard Dixon, Executive Director of the Wayne County Juvenile Detention Facility, in Detroit, Michigan.

The learning experience was based on a well-researched leadership text, *The Leadership Challenge*, by Kouzes and Posner. The book is built around five major principles: **Model the Way; Inspire a Shared Vision; Challenge the Process; Enabling Others to Act** and **Encourage the Heart**.

It would really be great if every member of our staff could experience this training, but realistically, we have neither the time nor the resources to present it to everyone. But, these principles can be put to use no matter what role we play within OJJ. I encourage you to get a copy of the book yourselves, or ask your Regional Manager or Facility Director to share the information with you.

The feedback I've received is that the retreat was well-received and will assist us in our professional growth. I am a big believer in lifelong learning. As long as we are walking on this earth, we are learning. I truly feel the content presented at the retreat was extraordinarily valuable to the top leaders of the agency, all over the state. The retreat also provided an opportunity for us to develop better relationships with one another, and that will lead to enhanced communications between us all. What's not to love about that?

By the way, everyone left with assignments, as all good teaching requires. Each leader took something back to their workplace, and all the folks who attended the retreat will be working together in the near future to support one another on the projects and assignments.

Thanks to you all for everything you do to **Model the Way; Inspire a Shared Vision; Challenge the Process; Enable Others to Act** and **Encourage the Heart**. We are all leaders, and capable of great things.

what's up doc?



by Dr. Mary Livers

Be safe and have a great weekend.

Sincerely,

“Doc” *Dr. Mary Livers*

Mary L. Livers, MSW, PH.D, Deputy Secretary

Office of Juvenile Justice • PO Box 66458 • Baton Rouge, LA 70896 • e: Whatsupdoc?OJJ@la.gov • www.ojd.louisiana.gov