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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **Core Competencies for First-Line and Mid-Line Managers NAGTRI National Management Training**

**March 22, 2022**

**9:00 a.m.\* – 4:45 p.m.**

**March 23, 2022**

**9:00 a.m.\* – 12:45 p.m.**

**Richard J. Hughes Justice Complex  
Advocacy Institute Conference Center  
Fourth Floor, West Wing  
25 Market Street, Trenton, New Jersey**

**\*Registration starts at 8:30 a.m.**

#### ***Program Summary***

This course will assist new and inexperienced supervisors with developing their management skills. Drawing upon case studies from attorneys general offices, colleagues' experiences, short lectures, group discussions, and self-assessments, the program integrates leadership principles and practices with immediate application to real issues, enabling supervisors to develop knowledge, skills, and behaviors for dealing with every day managerial challenges in their offices. Topics include the role of the manager; alternative leadership styles; delegation; communication skills; emotional competence; managing in an intergenerational workplace; creating an engaging and motivating workplace environment; diagnosing and addressing performance and conduct problems; communication leadership and responsibilities regarding lawyers' ethical conduct. The program is participatory, with opportunities to practice applying methods to address identified management issues.

### *Eligibility*

Attendance at this program is limited to individuals registered by their division or office leadership.

### *Faculty*

**Al Lama** is the Deputy Executive Director of the National Association of Attorneys General (NAAG). He was previously the NAAG chief of staff and director of the National Attorneys General Training and Research Institute's Center for Leadership and Development. Before joining NAAG, Mr. Lama served as chief deputy attorney general for New Mexico Attorney General Gary King. He also served as an assistant attorney general for New Mexico Attorney General Hal Stratton and in the administrations of three other New Mexico attorneys general in a variety of capacities. He began his law career as staff counsel to the New Mexico Department of Public Safety. Mr. Lama has served as president of the New Mexico Bar's Public Law Section and as a member of the State Judicial Standards Commission. In 2014, Mr. Lama was honored as the New Mexico Public Lawyer of the Year by the New Mexico State Bar Association. He holds a J.D. degree from the Creighton University School of Law in Omaha, Neb., and a Bachelor of Arts degree in English from the University of Arizona in Tucson, Ariz.

**Blake Bee** is the Director of the NAGTRI Center for Leadership Development. The Center supports supervisory staff in state and territorial attorneys general offices by conducting leadership programs that provide managers with the knowledge and skills necessary to master the challenges of working in an attorney general's office. He previously served in the NAGTRI Center for Consumer Protection, where he was the editor of the Center for Consumer Protection monthly newsletter, staff counsel to the Veterans Affairs and Internet Safety/Cyber Privacy and Security Committees, and co-lead of the NAGTRI International Fellows program. Prior to joining NAGTRI, Mr. Bee was executive counsel in the Mississippi Attorney General's Office, where he coordinated the attorney general's public policy matters and oversaw the attorney general's legislative program. He also reviewed and made recommendations to the attorney general on gaming, consumer protection, opioid abuse, social media, intellectual property, and cyber-crime issues. Before that, he was a special assistant attorney general in the Consumer Protection Division. Mr. Bee started his legal career in the Transactions and Corporate Advisory Services Practice Group of Adams and Reese, LLP in Jackson, Mississippi. He holds a Bachelor of Arts degree from the University of Mississippi and a J.D. from the Mississippi College School of Law.

**Anne Bensky** is an assistant attorney general in the civil litigation unit of the Wisconsin Department of Justice, where she serves as the Deputy Unit Director for the Employment and Open Government Section. Prior to joining DOJ, Ms. Bensky practiced law at Garvey McNeil & Associates, S.C. where she handled environmental and regulatory law, open government law, employment and civil rights litigation, general business litigation, and criminal defense. Before law school, she worked in New York, coordinating media licensing and intellectual property permissions for Condé Nast Publications and Corbis Motion. Ms. Bensky holds a Bachelor of Fine Arts in Filmic Writing from the University of Southern California and a J.D. from the University of Wisconsin Law School.

*CLE Credit*

**NJ CLE Credit:** This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 10.0 hours of total CLE credit. Of these, 1.2 qualify as hours of credit for ethics/professionalism.



**NATIONAL ATTORNEYS GENERAL  
TRAINING & RESEARCH INSTITUTE**  
THE TRAINING & RESEARCH ARM OF THE NATIONAL ASSOCIATION OF ATTORNEYS GENERAL

**NAGTRI Mobile Core Leadership Competencies  
for First-line and Mid-line Managers  
Trenton, NJ | September 9, 2019**

**PROGRAM AGENDA**

**Monday, September 9, 2019**

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| 8:30 – 9:00 AM   | REGISTRATION   |
| 9:00—9:15 AM     | WELCOME AND INTRODUCTIONS<br><br><i>Margaret A. Cotoia, Director<br/>Attorney General’s Advocacy Institute</i><br><br><i>Jodi Lobel, Executive Deputy Attorney General<br/>Office of the Attorney General of Pennsylvania</i>  |
| 9:15 – 10:30 AM  | FUNDAMENTALS OF MANAGERIAL LEADERSHIP<br>An Overview of the Role of the Manager in the Office<br>Goals, Roles and Accountabilities<br>Transition from Individual Contributor to Manager<br>Alternative Leadership Styles<br><br><i>Brian Kane, Assistant Chief Deputy Attorney General<br/>Office of the Attorney General of Idaho</i> |
| 10:30 – 10:45 AM | BREAK  |
| 10:45 – 11:15 AM | FUNDAMENTALS OF MANAGERIAL LEADERSHIP<br>(CONTINUED)<br>Alternative Leadership Styles (cont.)<br>Delegation<br><br><i>Jodi Lobel, Executive Deputy Attorney General<br/>Office of the Attorney General of Pennsylvania</i>   |

11:15 – 12:00 PM	<p>CASE STUDIES: LEADERSHIP STYLES AND EFFECTIVE DELEGATION</p> <p><i>Jodi Lobel, Executive Deputy Attorney General Office of the Attorney General of Pennsylvania</i></p> <p><i>Brian Kane, Assistant Chief Deputy Attorney General Office of the Attorney General of Idaho</i></p>
12:00 – 1:00 PM	<p>LUNCH</p>
1:00 – 1:30 PM	<p>COMMUNICATION AND MANAGERIAL LEADERSHIP</p> <p>Basic Communication Skills Active Listening Reading the Room</p> <p><i>Jodi Lobel, Executive Deputy Attorney General Office of the Attorney General of Pennsylvania</i></p>
1:30 – 2:45 PM	<p>MANAGEMENT FOR PEAK PERFORMANCE</p> <p>Creating an Engaging and Motivating Workplace Environment Diagnosing and Addressing Performance/Conduct Problems</p> <p><i>Jodi Lobel, Executive Deputy Attorney General Office of the Attorney General of Pennsylvania</i></p>
2:45 – 3:00 PM	<p>BREAK</p>
3:00 – 4:00 PM	<p>COMMUNICATION LEADERSHIP</p> <p>Engagement and Improved Performance Effective “Necessary Conversations”</p> <p><i>Brian Kane, Assistant Chief Deputy Attorney General Office of the Attorney General of Idaho</i></p>
4:00 – 4:45 PM	<p>CASE STUDIES: “NECESSARY CONVERSATIONS”</p> <p><i>Brian Kane, Assistant Chief Deputy Attorney General Office of the Attorney General of Idaho</i></p> <p><i>Jodi Lobel, Executive Deputy Attorney General Office of the Attorney General of Pennsylvania</i></p>
4:45 – 5:00 PM	<p>CLOSING REMARKS AND ADJOURNMENT</p>