

Leadership Succession Plan (Additional). The Anthony M. Kennedy Inn of Court has been working with a leadership succession plan for many years. It consists of three parts:

a. Presidential Succession. The president of the Kennedy Inn of Court, in the past has served a three-year term of office and for many years has been a sitting judge on the superior court, state court of appeal, federal district court, or federal circuit court of appeal. Beginning in 2013, the President will serve for a two-year term. Presidential succession is overseen by the Kennedy Inn of Court Executive Committee, which consists of between 12 and 15 members of the Inn, including several past presidents. The Executive Committee considers candidates for president and then invites the potential candidate to join the Executive Committee so the candidate has the opportunity to participate in the management of the Inn before assuming the presidency. This selection process has proven to be effective and efficient. Our 2013-2015 President will be Justice Elena Duarte of the Third District Court of Appeal.

b. Executive Committee Succession. The Executive Committee has flexibility on the number of its members. After serving for a number of years, Executive Committee members volunteer to step down to make way for other members or to pursue other activities. Once a sitting member indicates a desire to step down, the Executive Committee considers candidates and the president approaches the chosen candidate to consider membership on the Executive Committee. Since the Executive Committee meets once a month all-year round for breakfast at 7 a.m., the candidate is asked to make a commitment to attend the meetings and assist in the management of the Inn. There has never been a shortage of regular Inn members who are willing to sit on the Executive Committee. The Executive Committee consists of a mix of judges, lawyers, and law professors. In 2013, the Executive Committee will add three new members: Justice Andrea Hoch, Justice Louie Mauro and Judge Larry Brown and we will be losing one member, Professor Tim Naccarato.

c. Team Leader Succession. The Kennedy Inn of Court operates with eight teams of 10 members who conduct the program from September – May. Each team has a Judicial Master as the team leader. The Executive Committee closely manages and selects the team leaders as strong leadership is the key to a successful program which provides an educational and thought-provoking experience for all Inn members. Each summer the Executive Committee considers the slate of team leaders for the following year. Often a new Judicial Master will be paired with an experienced team leader to gain perspective on the team process of producing an outstanding program. This succession process has proven effective and has resulted in numerous national program awards.

FURTHER COMMENTS REGARDING INN LEADERSHIP SUCCESSION PLAN (Additional):

Our Inn leadership is constantly developing and choreographing new leadership in the Inn. Throughout the year the executive committee observes and notes members who are showing or have demonstrated particular identification with the core values of the Inn: professionalism, civility and ethics.

More importantly, our executive committee meets at least two times over the summer (in addition to the returnees, team leaders or new members luncheons) to go over the list of applicants for membership in the Inn for the coming year. At that meeting we discuss in detail the qualities and characteristics of our returning Inn members and our judicial team leaders to spot those who evidence leadership potential and those who might continue to be workers in our Inn vineyard.

Those who have what it takes get promoted from associate to barrister or from barrister to master. Those judges who performed well are asked to return and to mentor new judge team leaders. Those

masters and judge leaders who consistently and passionately displayed the finest of Inn values are asked to join the executive committee as other members of that committee retire or move on to other ventures.

Our Inn may be a little different from some Inns. We do not believe in demoting energetic leaders after arbitrary time periods. Some leaders may need to be replaced after a few years while other can retain the fervor, the zeal for many more years. When the light starts to dim it is generally obvious to the individual as well as the executive committee. At that time replacement is appropriate and accomplished. While that formula may not be a good fit for many organizations, it has proved immeasurably successful for the Anthony M. Kennedy Inn of Court.

In 2013-2014 the Kennedy Inn Executive committee held a half-day “retreat” to discuss numerous topics among which was succession planning. Many ideas were discussed and small variations on our past procedures will be made for the coming years.