



*Bridging Bright
Futures for Families*

**ERICSA
2024**

Grand Rapids

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APRIL 7-11, 2024**

Promoted Prosecutor, Now the Boss!



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What happens when child support prosecutors and staff attorneys get promoted to the boss? Now you may be a director of a county or local child support office, but the IV-D program and family law did not train you for your new job. Do you feel like you don't know enough about employment law, Human Resources, and how to manage difficult staff? Come to this session to learn about these managerial challenges and meet your peers for creating a supportive network for throughout the year.



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Moderator



Lara Fors
Assistant Prosecuting Attorney,
Trial Team Leader
Jackson County Office of
Prosecuting Attorney
Kansas City, MO



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Presenters



Laura Bernacki Stone
Director/Deputy Prosecutor
Porter County
Prosecuting Attorney's Office
Portage, Indiana



Tommy Howard
First Assistant Prosecuting Attorney
and Director
Warren County CSEA
Lebanon, Ohio



Brandy Johnson
Administrator
Kent County
Prosecutor's Office
Grand Rapids, Michigan



Michael McGuire
Child Support Division Chief
Marion County
Prosecutor's Office
Indianapolis, Indiana



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Question 1:

How many years in child support do you have?

Who opened the door so you could get to where you are today?

How is the leadership set up in your office?



Question 2

What does a typical day look like for you?

What is your strategy for scheduling your day?

Do you have a case load or Court schedule?



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Question 3

What surprised you the most when you started in your current position?



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Question 4

What is one thing that you wish you would have known when you started?

Knowing what you know now would you still have accepted the promotion?



Question 5

What is the biggest challenge facing your agency?



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Question 6

Did you know how to be an effective leader when you started?

What resources or advice helped you?



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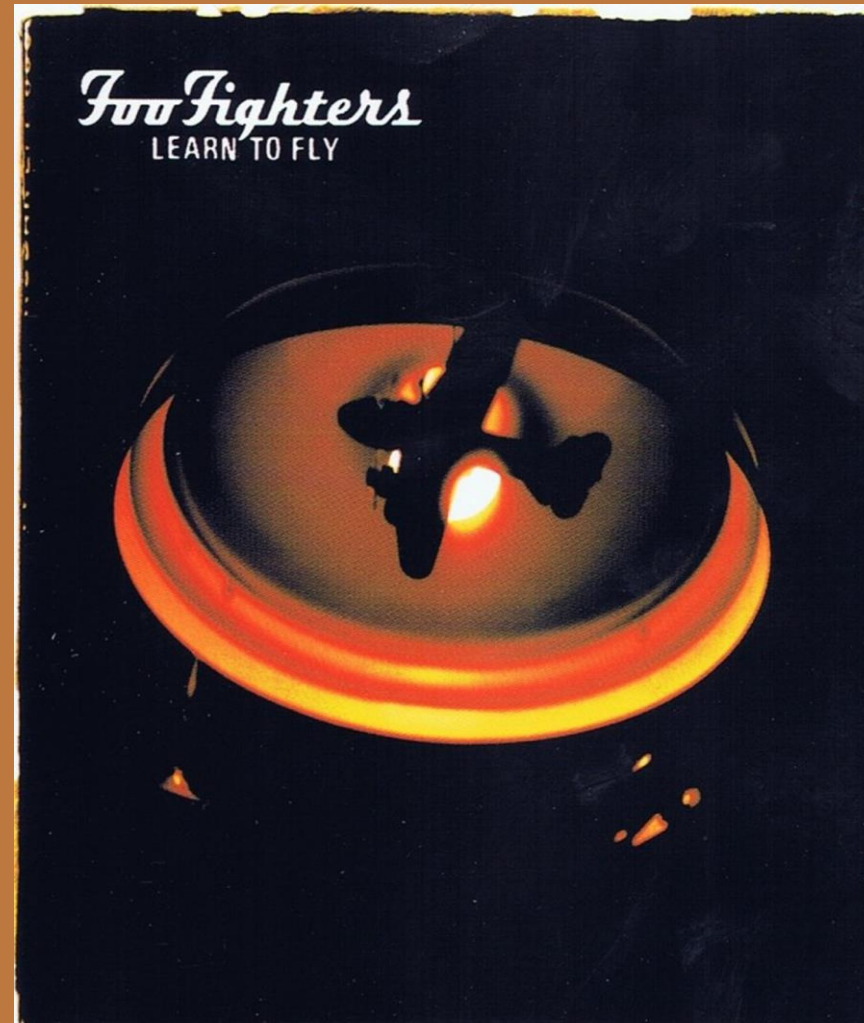


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Question 7

What types of issues are you expected to handle? Human resources, hiring/firing, training?

What resources were available to you regarding the above issues and where did you go to learn more?



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Question 8

How about budgets and contracting for various services?

Are you expected to handle financial issues?



Question 9

How do you deal with job duty changes within your current staff?

Could be as a result of losing staff, changes made by other entities (Courts, Clerks), or technology?



Question 10

How do you handle interpersonal relationships within the office including you own with the Staff?

How do you motivate Staff?

How do you train future leaders?



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Human Resources

FMLA

<https://www.dol.gov/agencies/whd/fmla>

ADA

<https://www.dol.gov/agencies/whd/fmla>

<https://www.ada.gov/>



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Books

- Start With Why by Simon Sinek
- Leaders Eat Last by Simon Sinek
- No Ego by Cy Wakeman
- The Energy Bus by Jon Gordon
- Who Says Elephants Can't Dance by Louis V Gerstner, Jr.



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Thank you!



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