



National Association of Probation Executives
Supporting Executives in Community Supervision Agencies

Monthly Newsletter **October 2024**



Nape Wants To Hear From You!

How can the association assist you?

This Fall, NAPE will be hosting virtual networking groups by region. We want to meet you, connect you with one another, and solicit feedback on how NAPE can assist you.

Be on the lookout for an invite for your region (New England Region, Mid-Atlantic Region, Central Region, and Southern Region).



One of the greatest gifts a leader can give his or her employees is the feeling of safety. This requires allowing the employee to be vulnerable, and express his or her fears and concerns. Trust is built in safe environments, and when done right, can result in teams who take care of each other.



Building Trust

Author and public speaker, Simon Sinek, believes trust must be built first in order to have an effective team.

Check out Simon's YouTube video on trust in leadership by visiting:

<https://youtu.be/MAfGb-AYx6I?si=OBRtTfdeTbJvz0JI>



“By embracing humble leadership, trauma-informed practices, continuous professional development, and the innovative use of technology, we create an environment where trust and respect are at the heart of team dynamics.”

Magdalena Morales-Aina, LPC-S
Director
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Justice Transformation: Leading with Humility to Build Trust

By: Magdalena Morales-Aina, LPC-S

In my experience, fostering trust within a team, particularly in justice transformation and public service, is essential for advancing fairness, equity, and effectiveness. Trust forms the foundation for collaboration, professional development, and meaningful systemic change. I've come to understand that building trust requires a deliberate commitment to humility in leadership, trauma-informed care, strong relationships, and leveraging technology to enhance team dynamics. Below are the five key pillars that have guided me in fostering trust within teams:

- 1. Promoting Equity Through Trust:** I have seen firsthand how trust transforms team environments. When trust is prioritized, it fosters an inclusive atmosphere where everyone feels valued and empowered to contribute, breaking down hierarchical barriers and ensuring all voices are heard.
- 2. Leadership with Humility:** I've found that humility in leadership is crucial to building and maintaining trust. Leaders who are willing to admit mistakes, actively seek feedback, and acknowledge their own limitations create a safe and open environment for team members to do the same. However, I have also experienced moments where trust was compromised. In these situations, humility has been my guiding principle—demonstrating accountability and resilience, I've worked to repair trust and model the importance of learning from setbacks. This continuous learning and growth

has been essential to preserving team cohesion and fostering long-term trust.

- 3. Trauma-Informed Practices:** Given the nature of our work, both professionals and justice-involved individuals often experience trauma or high levels of stress. By prioritizing emotional safety and transparency, we have cultivated stronger, more trusting relationships within our teams.
- 4. Professional Development as a Trust-Building Tool:** Continuous professional development has been vital to cultivating trust within our teams. Providing team members with the necessary tools, such as training in cultural competence, equity, and leadership, has strengthened our ability to collaborate effectively and support one another. As a leader, I've had to embrace humility in recognizing that conventional roles may need to evolve. By adopting mentorship-based models, we've moved away from strict enforcement toward more supportive, trust-based relationships with justice-involved individuals.
- 5. Technology as a Catalyst for Trust:** I have also seen how technology can strengthen trust by improving communication, transparency, and accountability. By using digital platforms for remote collaboration and real-time feedback, we've been able to enhance teamwork and foster a sense of trust, even across different sectors or regions. Additionally, technology-driven data analysis has allowed us to identify and address systemic biases, building greater trust both within our team and with the communities we serve.

While trust is a foundational element, I've learned that it can be fragile. As a leader, I must practice humility and resilience in the face of challenges. When trust is compromised, the ability to reflect, adapt, and take corrective action is essential for restoring faith within the team. Through this approach, I've consistently reinforced the value of humility—not only in myself but across the entire team—as the cornerstone of a trusting and successful work environment.

In conclusion, building trust is an ongoing journey that requires humility, self-reflection, and adaptability. By embracing humble leadership, trauma-informed practices, continuous professional development, and the innovative use of technology, we create an environment where trust and respect are at the heart of team dynamics. These efforts have not only improved outcomes for justice-involved individuals but have also fostered a more equitable, supportive, and effective workplace for public servants.

Corporate Corner

For over 25 years, Averhealth has worked alongside programs nationwide as a knowledgeable industry partner by providing Total Test Logistics. We understand the importance of staying informed about emerging drug trends to support recovery efforts. Our team works closely with industry experts to ensure you have the latest information and testing solutions.



To stay ahead of the latest drug trends impacting our industry, download your copy of our Emerging Drug Trends presentation by visiting:

www.averhealth.com/staying-on-top-of-emerging-drug-trends

Join the NAPE Network

We invite members to share information about NAPE with other community supervision executives to help expand our network and strengthen our opportunities, data, and expertise. Affordable annual NAPE membership options are available and can be purchased/renewed at napehome.org

- Individual (recurring discount available)
- Retired
- Organizational
- Corporate

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NAPE is dedicated to enhancing the professionalism and effectiveness in the field of community corrections by creating a national network for executives, bringing about positive change in the field, and making available a pool of experts in community corrections management, program development, training, and research.

Learn more: napehome.org

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