



BEFORE THE 2016 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC16-020

**RELATIVE TO RECOGNIZING MS. ERICA ESCHBACH FOR COMPLETION OF
THE JUDICIARY OF GUAM TALENT MANAGEMENT PROGRAM
TRACK 1 - LEADERSHIP DEVELOPMENT**

- WHEREAS,** the Judiciary of Guam Talent Management Program, or TMP, approved by the Judiciary of Guam pursuant to Resolution No. JC13-001, was established as a succession planning tool to anticipate and meet future staffing needs by developing qualified, talented personnel;
- WHEREAS,** the TMP Program Track 1 – Leadership Development is focused on developing internal staff, thus ensuring a talent pool of qualified and trained candidates for critical leadership and management positions;
- WHEREAS,** Ms. Erica Eschbach was accepted into TMP Program Track 1 – Leadership Development, which involved a multi-source assessment process to identify and assess strengths and developmental needs, and the creation and completion of an Individual Development Plan that included additional education, training, and work assignments;
- WHEREAS,** during the course of her participation in the TMP Program Track 1, Ms. Eschbach completed the education activities described in her Individual Development Plan, including “Different Work - A First Course in Effective Supervision” and “Writing Opinions and Orders in Controversial Cases” the National Center for State Courts, and Administration and Management of Criminal Justice Institutions;
- WHEREAS,** Ms. Eschbach completed several training activities, including attendance at the 11th and 12th Annual Appellate Judges Education Institute Summit for Judges and Lawyers, the U.S. EEOC Technical Assistance Program Seminar, as well as in-house training and workshops for JustWare and the Learning Management System;
- WHEREAS,** as part of her on the job training and developmental activities, Ms. Eschbach served in an acting capacity for Supreme Court management positions, including the Clerk of Court, Compiler of Laws, and Public Guardian; conducted training presentations on JustWare and employee Code of Conduct; and took a leadership role in planning court-wide and community activities, including the Judiciary Annual Report, Annual Labor Day Picnic, Employee Recognition Program, and Constitution Day Outreach;

WHEREAS, in addition to the work required as a participant in the TMP Program Track 1, Ms. Eschbach continued to perform duties required of her current position as the Staff Attorney of the Supreme Court of Guam, was admitted to the Guam Bar as a licensed attorney, and demonstrated progressive responsibility as a manager through her involvement in strategic planning, appellate court operations, reporting requirements, electronic filing processes and workflows, budget planning and preparation, and in interviewing, evaluating and recommending potential employees;

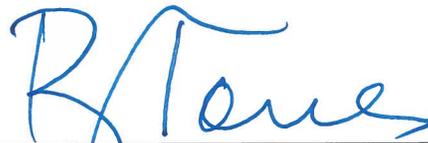
WHEREAS, it has been determined by the TMP Review Team that Ms. Eschbach has achieved compliance with the 6 Core Competencies applicable to all Judiciary personnel, and the 8 Senior Management Competencies of the TMP Program, and that she has achieved TMP readiness;

WHEREAS, the commitment and dedication exhibited by Ms. Erica Eschbach is demonstrated by her outstanding achievement as a graduate of the TMP Program;

NOW, THEREFORE, BE IT RESOLVED that Ms. Erica Eschbach be recognized as graduating from the Judiciary of Guam TMP Program,

BE IT FURTHER RESOLVED that Ms. Erica Eschbach shall receive a 1-step TMP Readiness Salary Adjustment (or 3.5% of annual salary) as provided in the TMP Policies and Procedures.

DULY ADOPTED this 20th day of October, 2016, at a duly noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Dated: _____

10-25-16

ATTEST:



JOANNA S. McDONALD, Secretary

Dated: _____

10-25-16