



BEFORE THE 2016 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC16-023

**RELATIVE TO RECOGNIZING MS. YVETTE BLAS ANANICH 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. Yvette Blas Ananich 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. Ananich completed education and training events as documented in her Individual Development Plan, specifically, the Administration and Management of Criminal Justice Institutions course and the 40th Annual Training Institute of the American Probation and Parole Association;
- WHEREAS,** as part of her on the job training and developmental activities, Ms. Ananich participated in court-wide activities to encourage camaraderie and team building, including the Labor Day Picnic Committee, Employee Recognition Program Committee, and the Silent Witness Ceremony; and demonstrated continuous improvement in creating standard operating procedures in JustWare for transfer of cases from pretrial services to other sections of the Probation Division, and updating and revising standard operating procedures for the Adult Drug Unit, and in participating in focus groups relating to the family violence statute and promulgation order;
- WHEREAS,** Ms. Ananich demonstrated leadership and management skills in assuming the role of Senior Officer-in-Charge of the Adult Drug Unit, overseeing the daily operations of this unit, to include making determinations regarding appropriate assignment of cases

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to probation officers, developing probation officer court schedules, training and orienting new employees, attending supervisor meetings, meeting with judicial officers, attending budget hearings, and assisting with the preparation of the annual report submission;

WHEREAS, in addition to the work required as a participant in the TMP Program Track 1, Ms. Ananich continued to perform duties required of her current position as the Senior Probation Officer of the Pretrial Services Office, and at present, with the Adult Drug Unit;

WHEREAS, it has been determined by the TMP Review Team that Ms. Ananich 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. Ananich is demonstrated by her outstanding achievement as a graduate of the TMP Program;

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

BE IT FURTHER RESOLVED that Ms. Yvette Blas Ananich 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