

MINT Board of Directors Application 2016—Nicki Venable

1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher and/or administrator.

I looked over a tall fence and saw the path of MI in 2004. In 2005, a young lady named Cathy Cole held out her hand and offered to walk the MI path with me. And in 2006, I took a deep breath and submitted an application to attend the 2006 TNT in Miami. From that moment on, I never looked back at that small opening in the fence. Following the 2006 TNT, I co-lead trainings for our agency of 100+ criminal justice employees. We then extended our training services to our local superior courts, police departments, and initiated trainings for Indiana Probation Officers and Judicial staff through the Indiana Judicial Center. **Currently, I serve as the sole Professional Development Manager for the City of Fort Wayne Government. I have had the pleasure of seeing the perplexed faces of the employees, that have been scheduled to meet with me, when I ask “what brings you here today” or “how do you want to proceed considering your present abilities”. It has filled me with joy when they seem to have spotted a “unicorn”. Motivational Interviewing is not a requirement of my job...it is just a part of soul and way of being everyday—all day!**

- Motivational Interviewing Coordinator, Allen County Community Corrections
- Developer, trainer, and coordination of support
- Conducted one-on-one feedback sessions
- Coaching internal staff and external criminal justice personnel
- Professional Development Manager, City of Fort Wayne, Indiana
- Coaching internal staff (2000+ employees)
- Conducting one-on-one feedback sessions
- Personal Consulting on MI in Organizations

2. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.

I immediately became involved in the MI family following the TNT training. I have served on the Professional Issues Committee, the Committee to begin discussions on MI Certification and volunteered to be a participant in the first MINT, Plus pilot project. I attended the 2008 MINT Forum in Albuquerque, NM and 2010 MINT Forum in San Diego. When I returned home from the San Diego Forum, I had a deep desire to give back to the MINT family. So in a moment of insanity, I submitted a bid to have the 2012 MINT TNT and Forum in Fort Wayne, Indiana. To my surprise, the bid was accepted and I had the pleasure of working with some incredible, seasoned MINT members and I had the ability to work with Dee Ann, Delilah and each Board Member. This was my first true insight into how much Board Members give, personally of themselves, to the Membership. So once the 2012 was completed and everyone flew back home, I knew I needed to continue my service to MINT. I serve on the Planning Committee for Krakow 2013 and Atlanta 2014. Although it was work, the pleasure of seeing the Membership experience a Forum that was informative, invigorating, uplifting and fun was the primary reason for my commitment to serve. **I continue to read listserv posts and allow it to fill me in my interactions will work and personal life. My children probably appear weird to other 10, 7 and 6 year olds—they would rather be punished instead of a conversation about this, that and the other (haha).**

3. Please describe your vision of MINT, its essence and its mission.

My vision of MINT: I feel that MINT is a tie that embraces and connects people to one another. Being open, encouraging and giving to the membership will allow a natural balance in diversity, acceptance and growth. There is a need to balance quality, effectiveness and values and having a diverse group of individuals on the Board will help to ensure that the foundation of MINT is preserved. MINT is a community of individual that play hard, love hard and work hard! Being able to feed the community of MINT is essential and I want to be a part of that nourishment. **MINT has a passion that with follow-through will continue to flourish and**

provide nourishment to areas of practice that need the breath of fresh air!

4. What do you view as the main issues facing MINT since incorporation? What are your ideas about addressing these issues?

Since the incorporation of MINT, there have been several areas that have been addressed or at least discussed.

- Professional Development: There has been discussion within the Professional Development Committee (wonderful group of individuals) about quality of delivery. MINT, Plus had the pilot program in Krakow. Continuing the efforts to support new and seasoned members. Working on and promoting collaboration efforts and supporting communication/networking before, during and following each TNT/Forum. The MINT Mission is to “promote good practice” and having a way for the quiet voice to be heard when they need help and guidance. **I still feel that if we support our members, we will continue our mission to serve those in communities across the world.**
- Let’s put some more effort in supporting the currently hard working committees of MINT. **Our committees have extremely dedicated members working to ensure accuracy, timeliness and completeness of processes. Supporting those efforts is a perfect example of modeling what we want MINT member to do with those that we serve in trainings, coaching sessions and organization change efforts.**

There are so many projects to consider; however, I think it is important for MINT to determine how to handle projects. How many projects to take on, how much time should be dedicated to each project, who is the particular stakeholders the project affects, how much resources are needed and what would have the greatest impact for MINT and the communities we want to make an impact on. As much as we would love to have a positive effect on everything, mastering something can be more productive than being a jack of all trades. **The strategic plan for MINT has narrowed the discuss to address this concept/idea. Now that the information has been released to the membership, let’s begin the dialogue. What are the intrinsic motivators of our members that will draw out this discussion? MINT DIALOGUE IS ESSENTIAL!**

5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared your for serving on the MINT Board?

I am currently the sole Professional Development Manager for the City of Fort Wayne (2000+ employees). And previously, I was an Executive Manager/Trainer at Allen County Community Corrections. In both roles I work in a team atmosphere to develop initiatives, project development, examining impact on the community, determining deliverables/outcomes, and working on high-level work plans. Every project involves working with teams to accomplish an agreed upon goals. **I may only be one, but it has only taken one to begin a shift in how development has been viewed within my government agency. If only one can do this in under 2 years, just think what WE as MINT can do when dialogue occurs!**

- Professional Development Manager: City of Fort Wayne, 2014-Current
- Executive Management Team: Allen County Community Corrections, 2010-2014
- 2012 MINT TNT/Forum Planning Committee: 2011-2012
- MINT Forum Planning Committee: 2012-2014
- Fort Wayne Area Planning Council on Homelessness: 2011-2014
- ITT Technical Institute Advisory Committee: 2007-2010
- City of Fort Wayne Neighborhood Associations: 2005-2013

Each of the above has had very similar successes and frustrations. The general frustration that has occurred in

each would mostly be not having enough time and or resources to complete needed changes or provide the greatest impact for individuals.

- Professional Development: having enough time to provide meaningful coaching.
- Executive Management Team: barriers that prevented the greatest impact for individuals returning from correctional facilities.
- Forum Planning: funds to create a meaningful experience for the whole membership.
- Fort Wayne Area Planning Council on Homelessness: Being able to address the many areas that create homelessness.
- ITT Technical Institute: Being able to address the many areas that students face when transitioning from high school to independence.
- City of Fort Wayne Neighborhood Associations: Not being able to please everyone.

Challenges are normal when working with the human condition. We all experience the lack of control or the feeling of hopelessness; however, the difference is made when you can always find a success in every project. While any level of success can be gratifying, I generally focus on one piece at a time that is truly meaningful for the recipient. I have always believed in baby steps will get you there!

6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.

I have an enthusiastic personality that has provided me the ability to be very flexible. I truly enjoy strategic tasks (overseeing and planning); however, I understand the need for operational tasks. Without having daily tasks, there would not be support for planning. I would hope that there would be a balance of both on the Board. Meaning everyone would have an operational as well as a supporting role in various areas. I currently serve on both sides in my current and previous professions. I assist in the establishment of strategic goals and then assist in the planning and development. Sometimes it is amazing to witness, first hand, a project from beginning to end.

As much as I love day dreaming about the possibilities, I prefer to support and assist to ensure that a project stays on track and each component is satisfied. So with that said, if I needed to make a choice of one over the other, it would definitely be operational tasks. But I do feel that I have talents in many areas and I would gladly share those talents with MINT.

7. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.

I am very settled in a position with the City of Fort Wayne that fully supports my passion of MI. Spending 5-10 hours weekly is a time frame that I would be fully capable of committing to MINT. I have served my community for an extend amount of time and this has afforded me a generous amount of vacation and personal time. This is also a decision that I have discussed with my family and they are all on board and are ready to take on the task (in an at home supporting role).

8. Please send a current CV and also provide the contact details (email and telephone number) of two references that we may approach as part your nomination process. These people should be able to provide information about your suitability for this position.

Please send the completed questionnaire to Cristiana.Fortini@chuv.ch by 23rd September 2016.