

42nd Annual InterCourt Conference



Opening Session:
REAL Leadership in
Juvenile Justice

March 12, 2026
Hilton Columbus at
Easton Town Center
Columbus, OH

FACULTY BIOGRAPHIES

JON SANCHEZ graduated from the United States Naval Academy, where he earned a bachelor's degree in economics with a minor in German. Upon graduation, he was one of only 16 midshipmen selected for Navy SEAL training. After finishing #1 in his class of 140 SEAL candidates, Sanchez was named Honor Man for overall performance and demonstrated leadership. From there, he operated as a platoon commander for SEAL Team Three, leading multiple exercises and covert operations in the Middle East and Africa. During this time, Sanchez was also one of five men chosen to represent the U.S. in the Military Olympics, bringing home gold medals in the Naval Pentathlon from Italy and Pakistan.

After his naval service, Sanchez transitioned into the finance industry where he ultimately served as Senior Vice President for one of the nation's largest banks. While there, he continued to establish a reputation as a great motivator, team builder and leader, overseeing teams of financial professionals in locations around the country. In 2016, the time was finally right for Sanchez to follow his passion for building his own leadership development organization. Team Performance Institute was born.

Sanchez is a trained Executive Performance Coach and a featured national speaker on topics such as team development, leadership, innovation, inclusion, overcoming adversity and the power of service. He serves on the board of directors for a number of non-profit organizations, including the Joseph House and the Tri-State Veterans Community Alliance, dedicated to helping veterans; Magnified Giving, focused on educating and inspiring students in philanthropy; and the Anthony Munoz Foundation, committed to helping at-risk youth. He also serves as a Chairman of Cincinnati's Over-the-Rhine International Film Festival, which celebrates stories that showcase the power of the human spirit.

REAL Leadership in Juvenile Justice

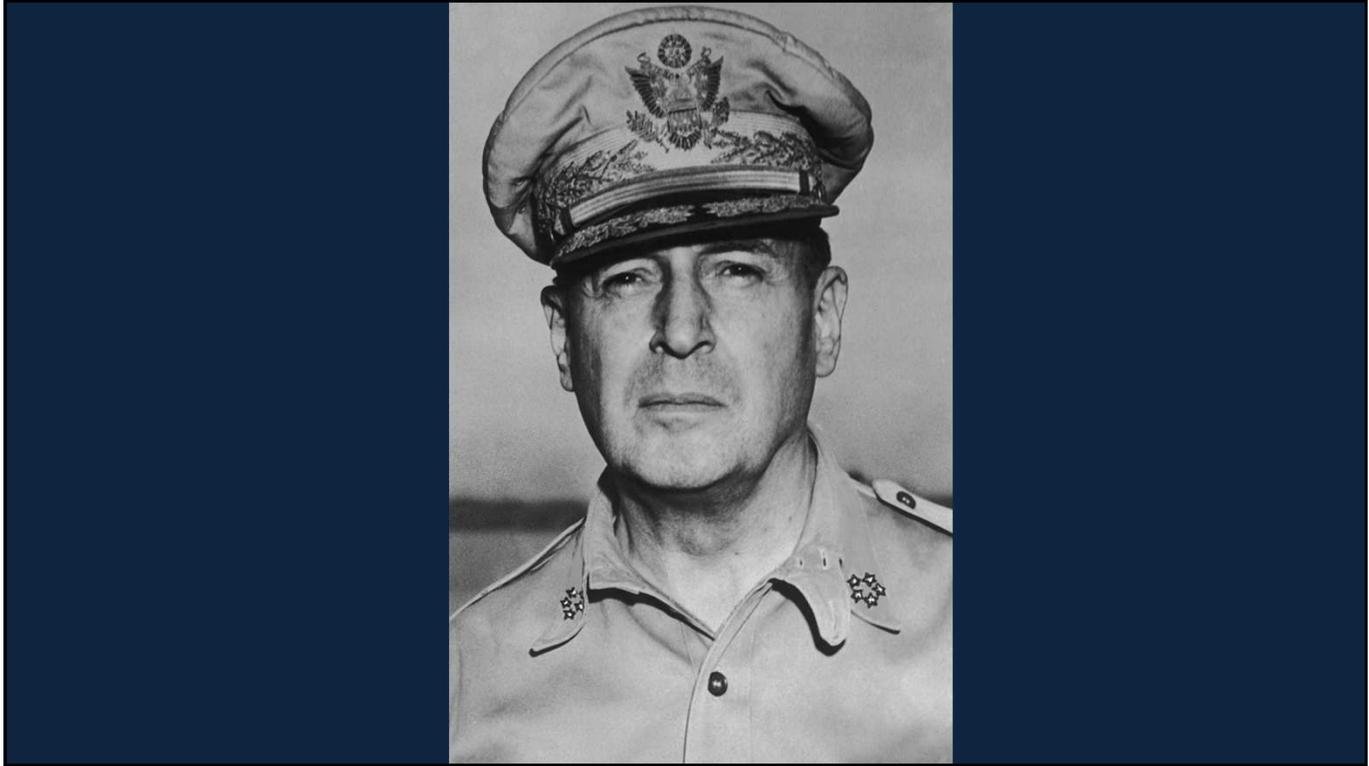
Jon Sanchez
President
Team Performance Institute











US NAVAL ACADEMY





“LEAD, FOLLOW, OR GET THE HELL OUT OF THE WAY”





REAL LEADERSHIP



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**RESILIENCE
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**RESILIENCE
EVOLUTION
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**RESILIENCE
EVOLUTION
ATTITUDE
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**RESILIENCE
EVOLUTION
ATTITUDE
LEGACY**



RESILIENCE ?



RESILIENCE

“THE ABILITY OF AN OBJECT TO ASSUME
IT’S ORIGINAL SHAPE AFTER BEING BENT,
STRETCHED, OR MISFIGURED”



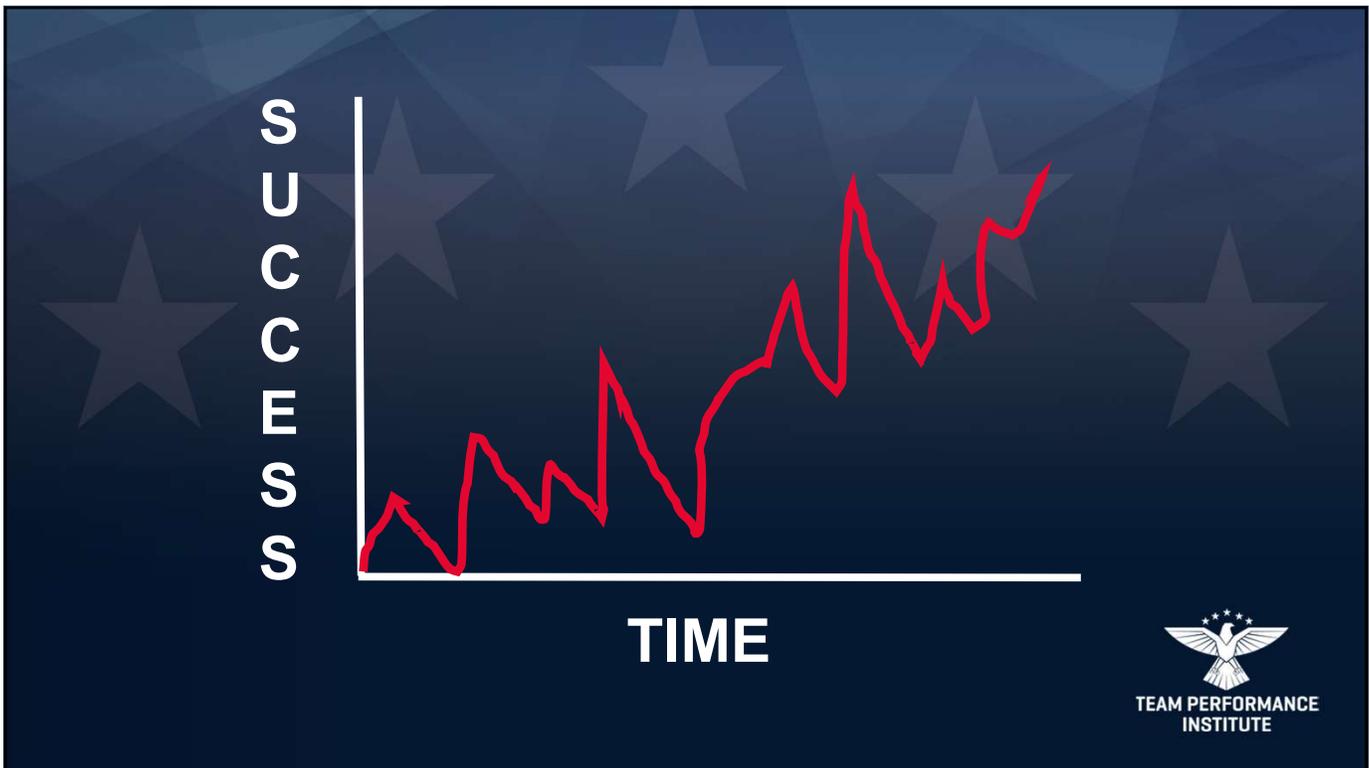
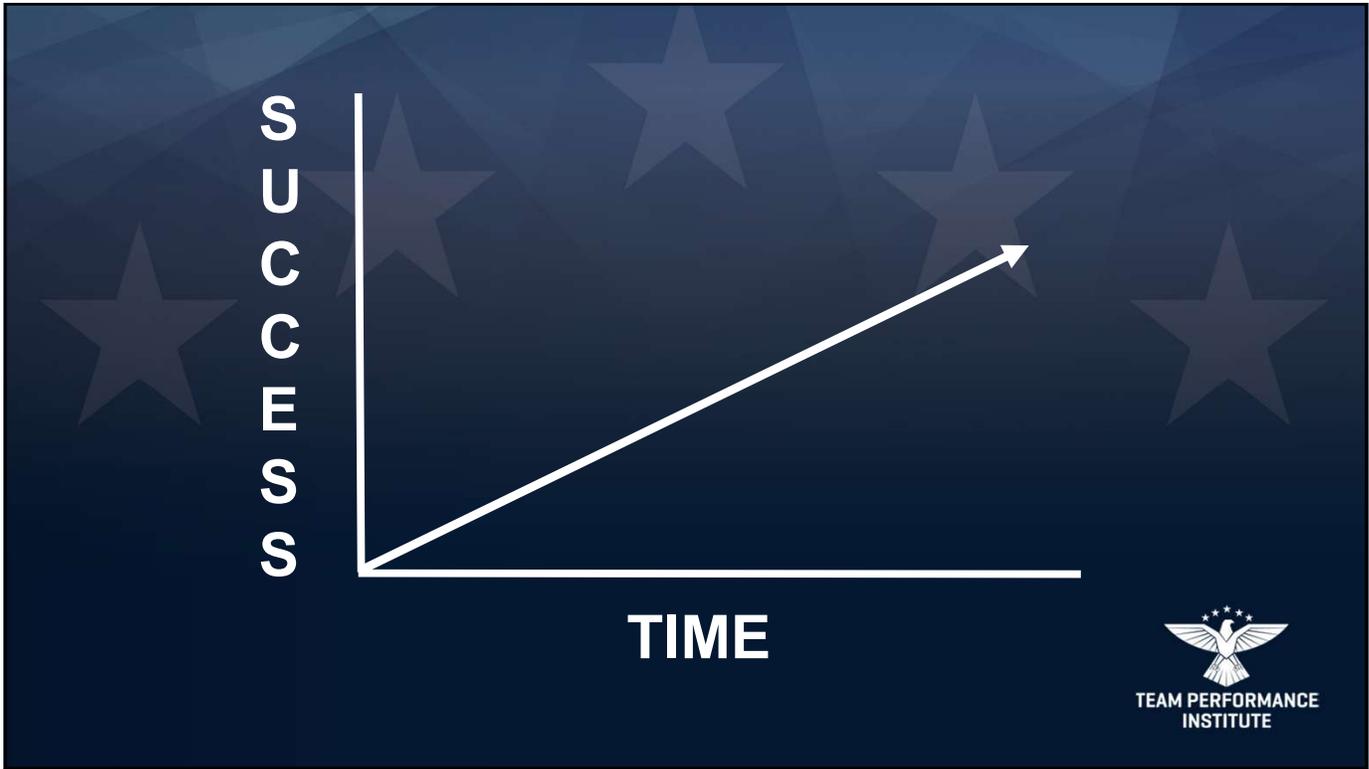
TEAM PERFORMANCE
INSTITUTE

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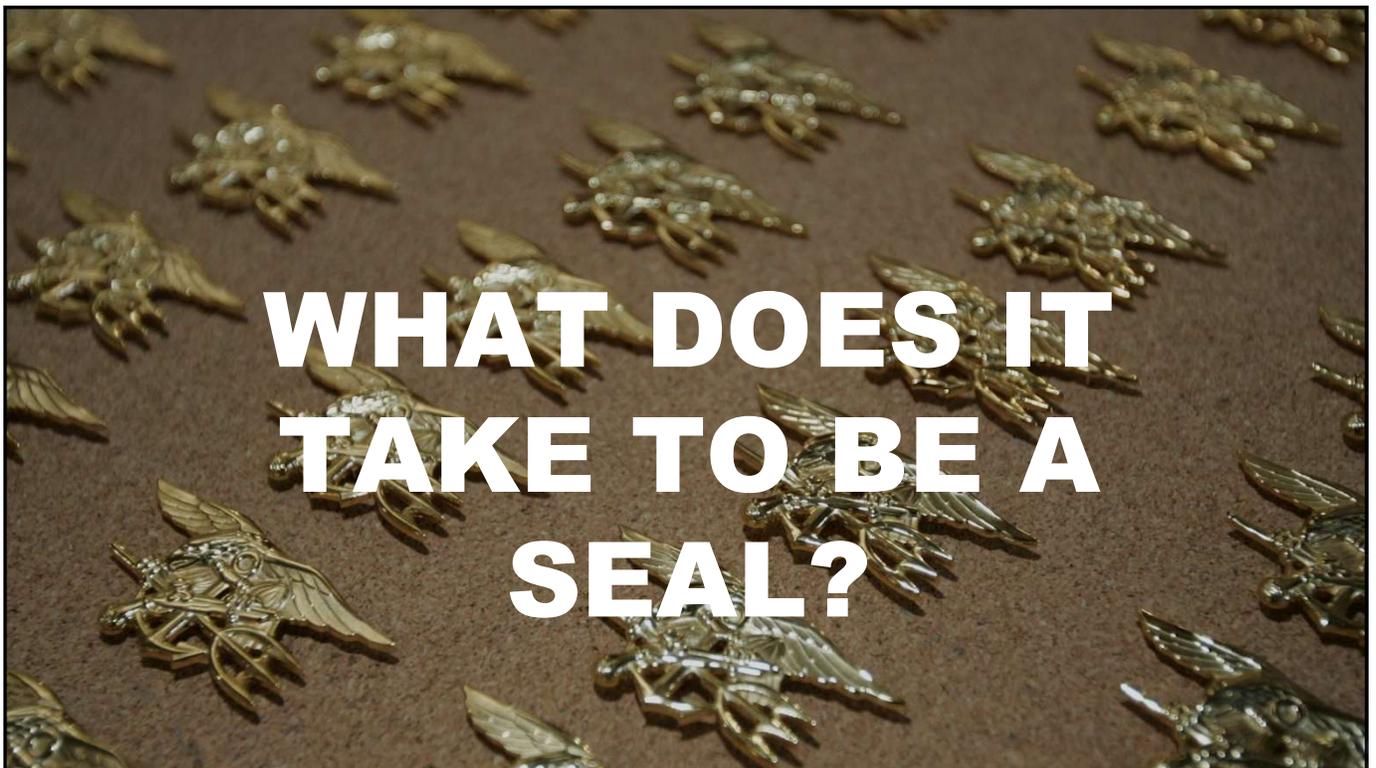
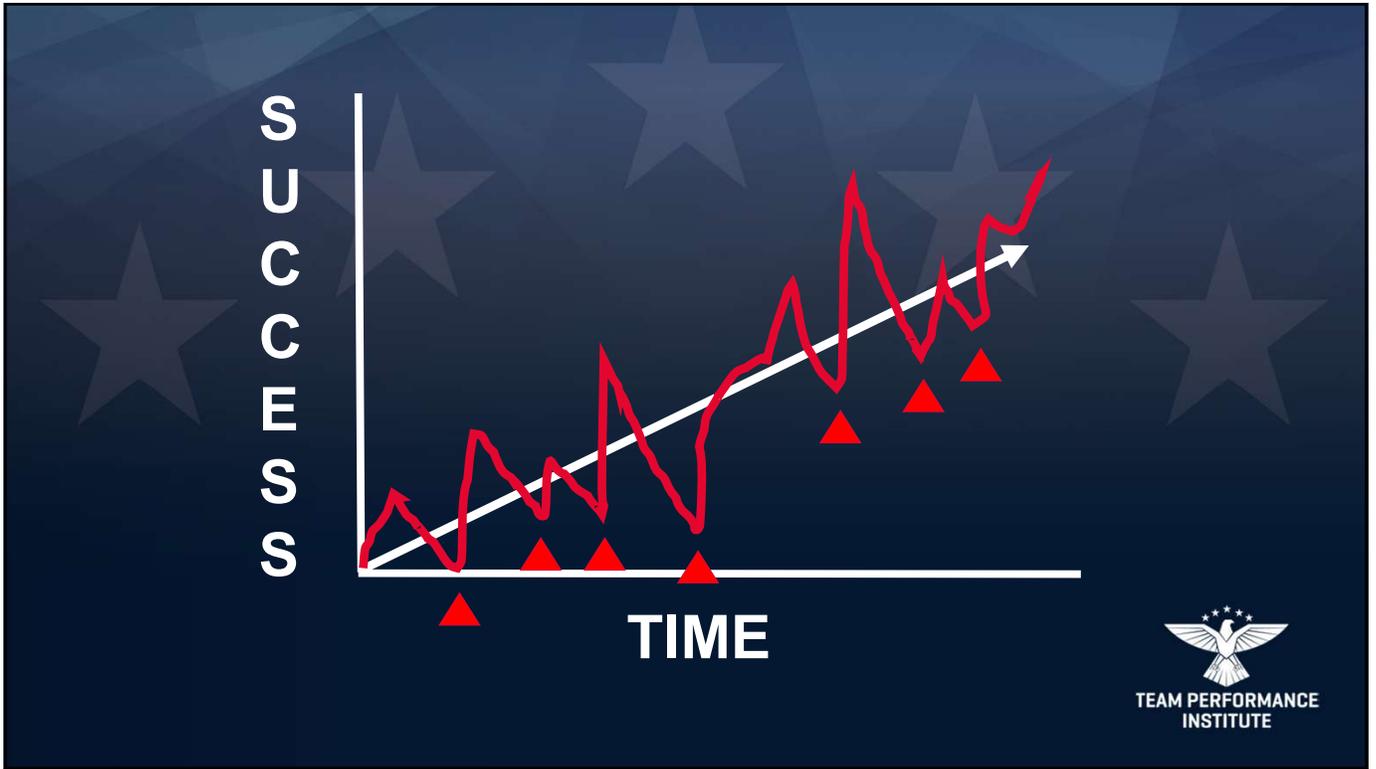
TIME



TEAM PERFORMANCE
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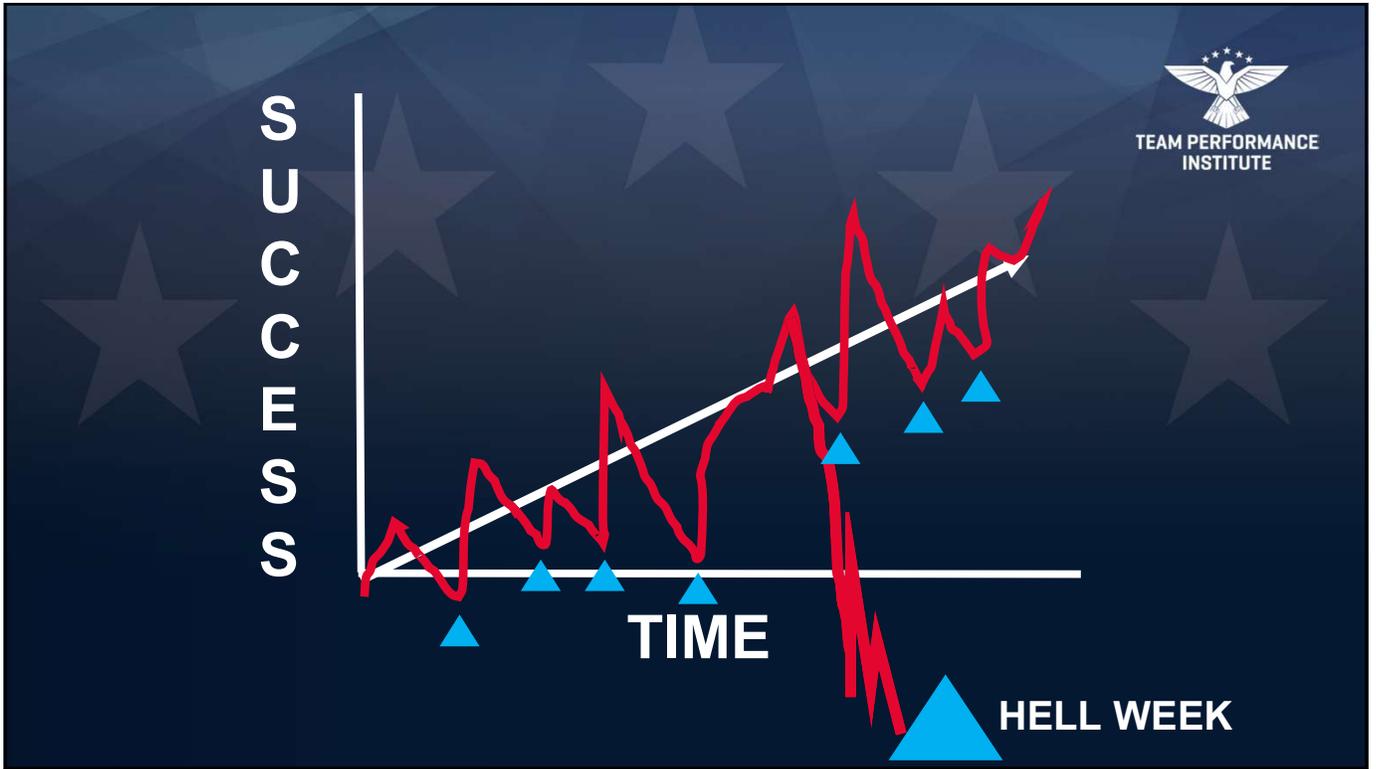


















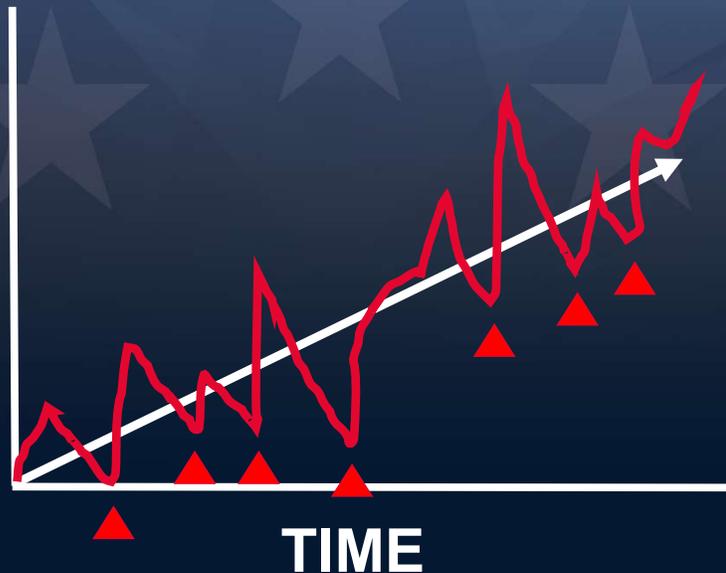
SEAL Team Ethos:

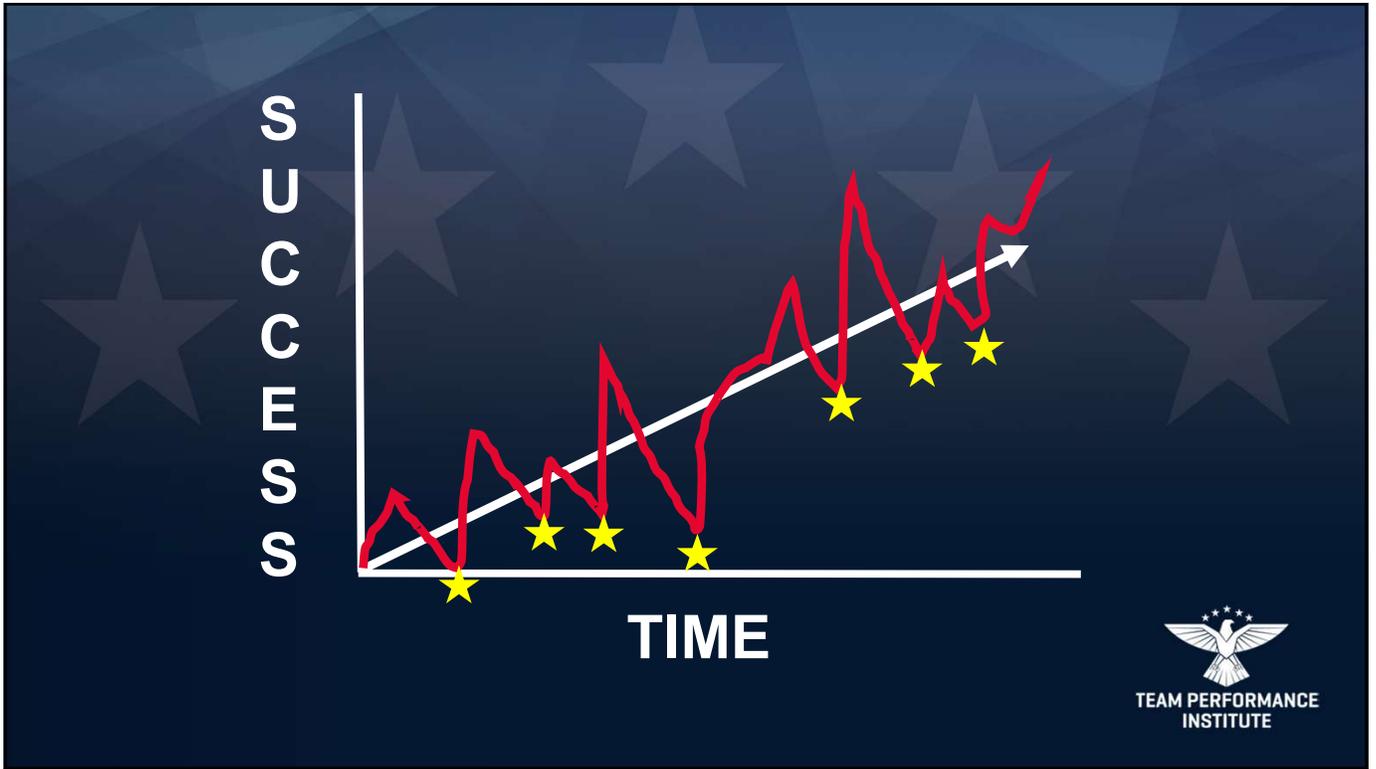
**“I WILL NEVER QUIT.
I PERSEVERE & THRIVE
ON ADVERSITY...”**

My nation expects me to be physically harder and mentally stronger than my enemies. If knocked down, I will get back up, every time.”



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RESILIENCE -SENSE OF PURPOSE

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PURPOSE

“Duty, Honor, Country.
Those three hallowed words
reverently dictate what you
ought to be, what you can
be, what you will be.”

General Douglas MacArthur



WHAT IS YOUR PURPOSE?



RESILIENCE -SENSE OF PURPOSE

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RESILIENCE -SENSE OF PURPOSE EVOLUTION A L



EVOLUTION ?



EVOLUTION

“THE GRADUAL DEVELOPMENT FROM
A SIMPLE TO A COMPLEX FORM ”



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SEAL Team Ethos:

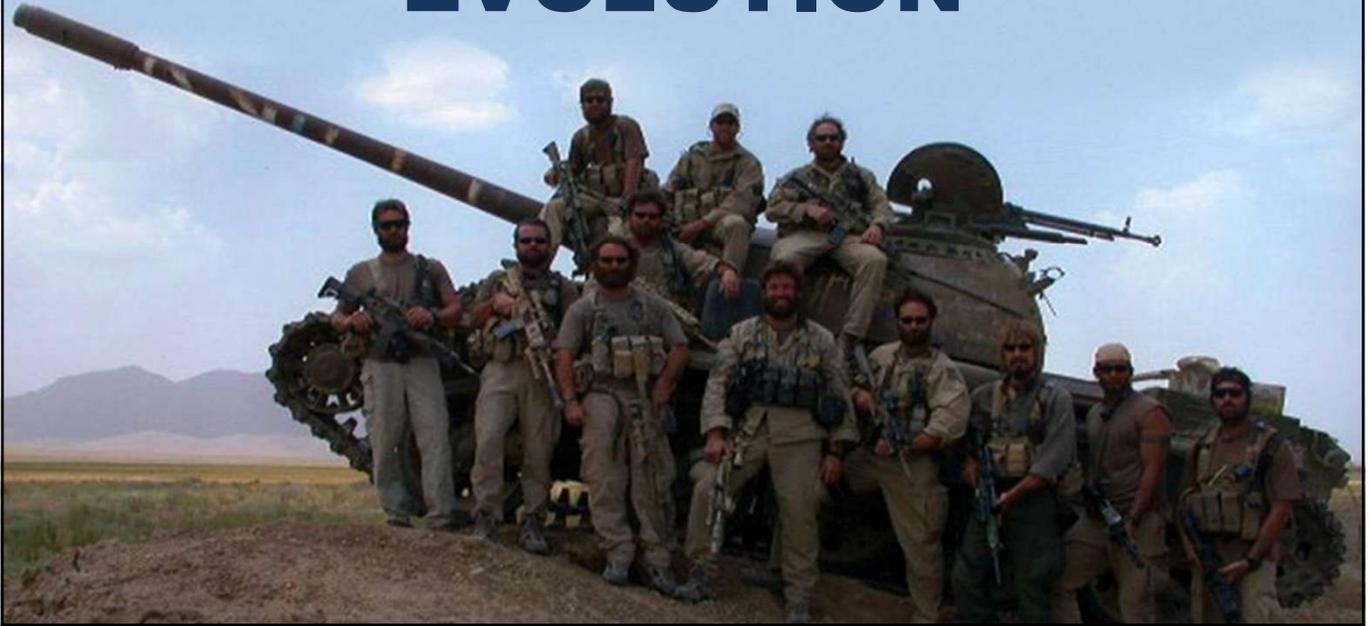
**“WE DEMAND DISCIPLINE.
WE EXPECT INNOVATION.”**

The lives of my teammates and the success of our mission depend on me – my technical skill, tactical proficiency, and attention to detail.



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EVOLUTION



DEFINE WINNING

WHAT IS THE BIGGER PICTURE?



RELATIONSHIPS



RESILIENCE

- SENSE OF PURPOSE

EVOLUTION

- MENTOR/COACH

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RESILIENCE

- SENSE OF PURPOSE

EVOLUTION

- MENTOR/COACH

ATTITUDE

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ATTITUDE ?



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ATTITUDE

IT'S A CHOICE.



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ATTITUDE

IT'S A CHOICE.
"A Positive Attitude is Force Multiplier"
-Tommy D



RESILIENCE

- SENSE OF PURPOSE

EVOLUTION

- MENTOR/COACH

ATTITUDE

- VISION/ENERGY

L



RESILIENCE

- SENSE OF PURPOSE

EVOLUTION

- MENTOR/COACH

ATTITUDE

- VISION/ENERGY

LEGACY



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LEGACY ?



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5 YEAR PLAN?

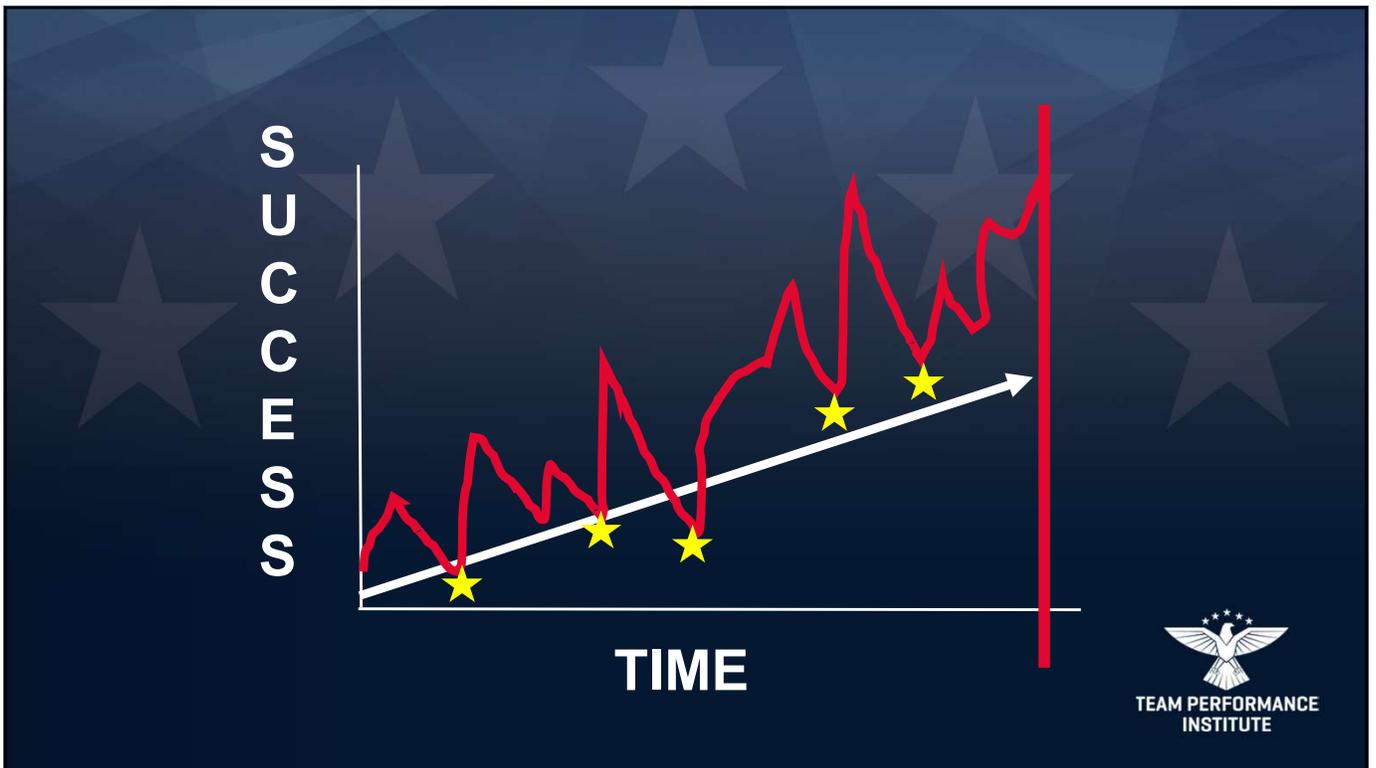
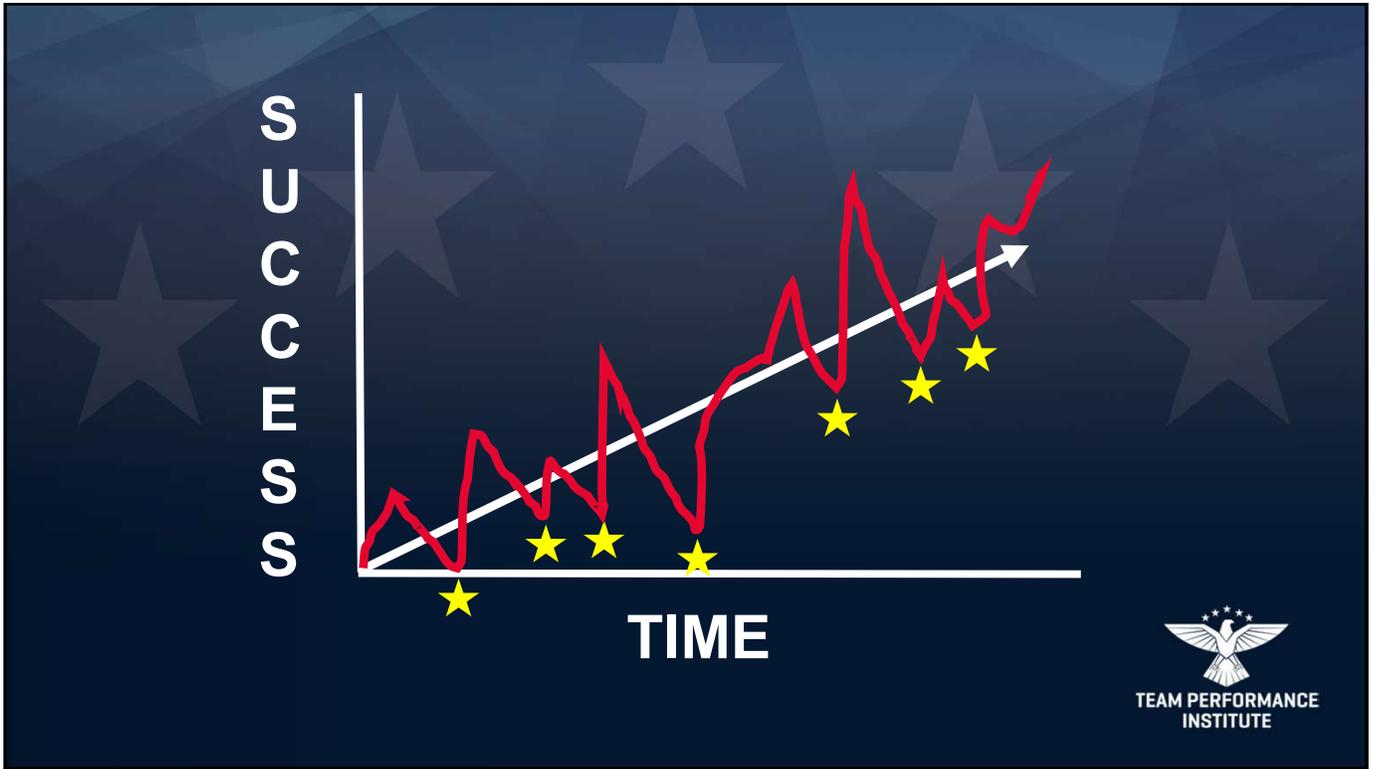


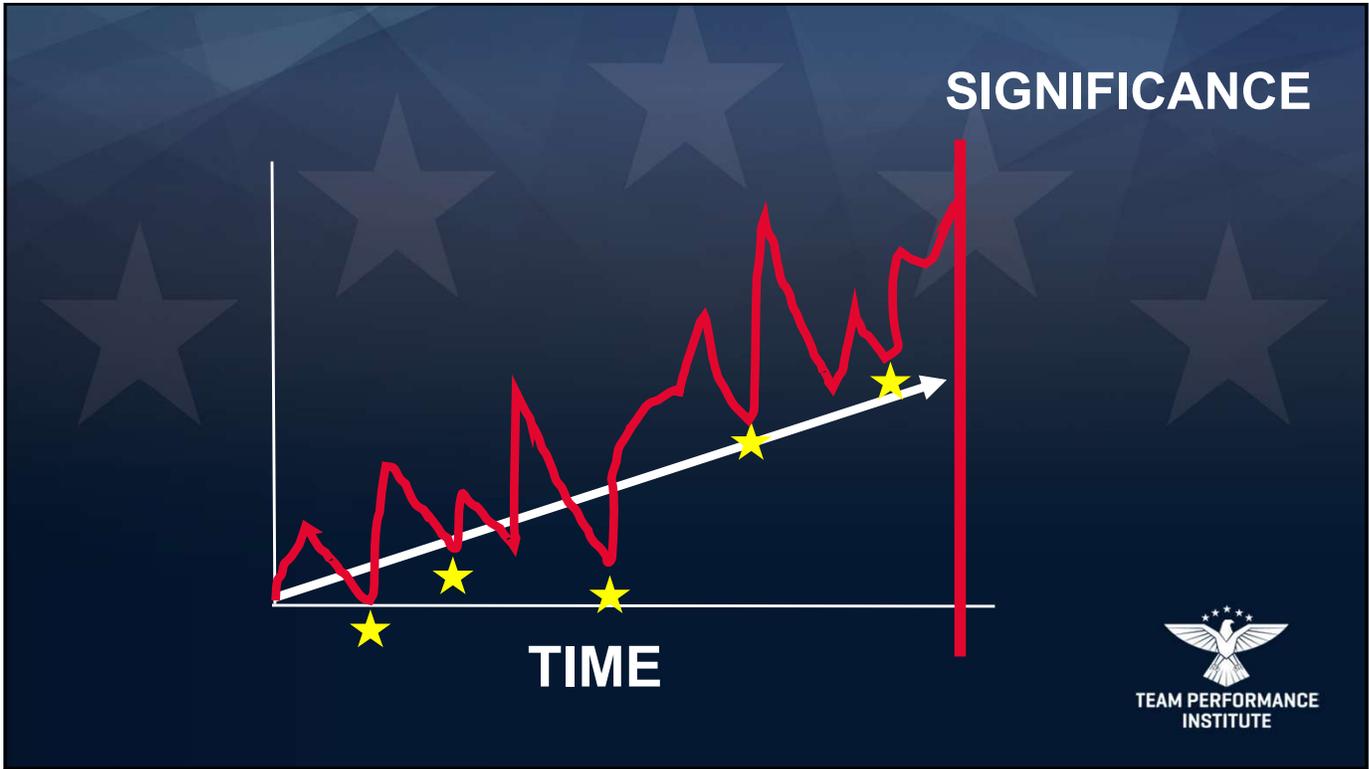
10 YEAR PLAN?



200 YEAR PLAN?







LEGACY

Latin from *legatus* "Person delegated"



TEAM PERFORMANCE INSTITUTE

RESILIENCE - SENSE OF PURPOSE
EVOLUTION - MENTOR/COACH
ATTITUDE - VISION/ENERGY
LEGACY - 200 YEAR PLAN



**REAL
LEADERSHIP**



RESILIENCE - SENSE OF PURPOSE
EVOLUTION - MENTOR/COACH
ATTITUDE - VISION/ENERGY
LEGACY - 200 YEAR PLAN



BATTLEFIELD EXPECTATION

**IN THE ABSENCE
OF ORDERS OR
DIRECTION, TAKE
CHARGE & LEAD**









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Interactive Media



Executive Life Hacks –
Vulnerability with Elliott
Blodgett

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Organization and Balance
with Laura Buchanan

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Management with Vivi
Fiedotin

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Power of Saying “No” with
Triva Hall

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Executive Life Hacks – The
Power of Saying “No” with
Madalyn Scipione

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Executive Life Hacks – NOT
Assuming Positive Intent
with Alyssa Adams

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