



Partner for Success

The Staff/Leader Relationship

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No Good Deed Goes Unpunished

Do Good Deeds Anyway



Leaders: If you're not making someone mad

You aren't trying hard enough



If your partner is successful, you will be successful



If you try to be all things to everybody, you'll end up being nothing to nobody

Agenda

- Defining Success
- Working the Plan
- Overcoming Challenging Leadership Personalities
- Holding Yourself Responsible
- Clear Communication

Defining Success



What Constitutes Success?

We will be successful if by the end of the year

Working the Plan



Ideas for working the Plan

- Establish deadline
- Delegate
- Publish your plans
- Set up meetings to review progress
- Keep a scoreboard to track progress
- Adjust when needed
- Other?

Overcoming Challenging Leadership Personalities



breakfast, sitting under the huge green
en set up outside the café on the upper
the morning, the sun already blazing
ed with the scent of river

was



Overcoming Personalities

- **Must have trust first**
- **Agreement on Success**
- **Honest Review/Discussion**
- **Permission to notice (code word)**
- **Cover for each other**



One-Armed Paper Hanger Success Strategies

- Agree to a communications plan
- “If you don’t hear from me by...”
- Never ask open ended questions – always present solutions/answers.
- Don’t communicate too far in advance.
- Use good *Subject Lines* in emails.



Silent Assassin Success Strategies

- **Communicate in writing**
- **CC other officers**
- **Don't hold one-on-one meetings/calls**
- **Focus on Strategic Plan**
- **Ask others to call you out**

Nit-Picker Success Strategies

- Find a way to channel your helpfulness.
- Write your own material.
- Use sandwich feedback (positive-negative-positive)
- Go out of your way to praise staff.



PLC

Loose Cannon Success Strategies

- Ask for feedback with actual examples.
- Set up regular communications.
- Use a leadership team to balance.
- Find something in the Strategic Plan to embrace.



Meglomaniac Success Strategies

- Establish a Leadership Team approach.
- Find other ways to feed the beast.
- Use other leaders to nurture future leaders.
- Make your legacy by working the Strategic Plan.

Holding Yourself Accountable



Clear Communications





Next Session Starts in 5 Minutes

Up Next: Communicate Like a Leader