

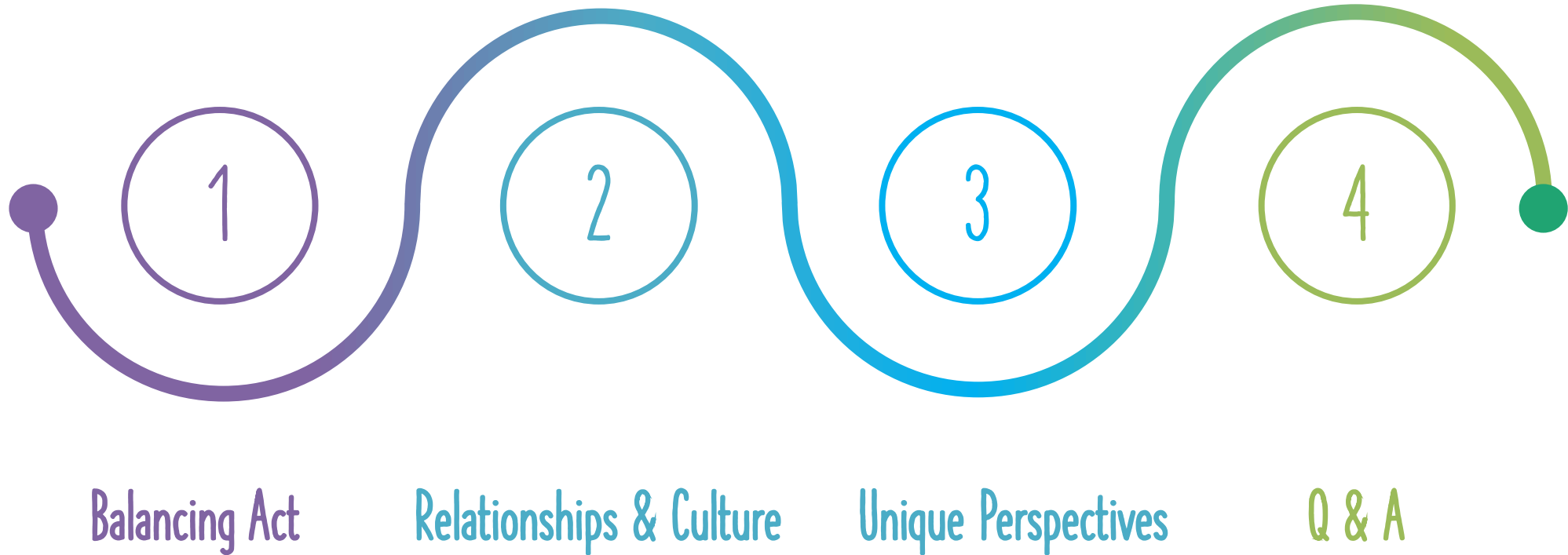


Leadership Institute for the
New Manager/Administrator
- Staff Relations -

Patrick Urich, City
Manager, Peoria

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Relationships Roadmap



Balancing Act



Balancing Act



- Being the Manager is a lonely position
- Get the right people on the bus
- Develop and build your team



- Policy Makers and Staff
- Countywide Electeds and the Board, and the rest of the organization
- Have an Inner Circle

Get the Right People on The Bus



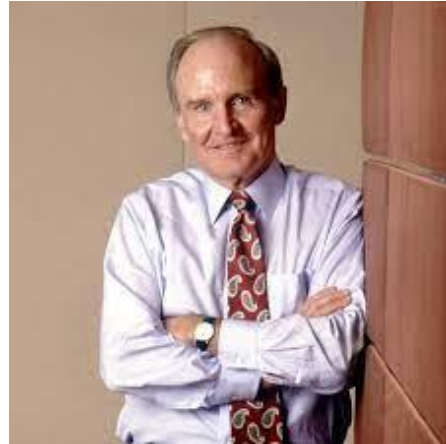
The best leader is the one who has sense enough to pick good men to do what he wants done, and the self-restraint to keep from meddling while they do it.” – Theodore Roosevelt

If you have the wrong people, it doesn't matter whether you discover the right direction; you still won't have a great company. Great vision without great people is irrelevant.” – Jim Collins



Develop and Build your Team

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” – Jack Welch“



“Surround yourself with people who take their work seriously, but not themselves, those who work hard and play hard.” – Colin Powell

Relationships and Culture



Relationships and Culture

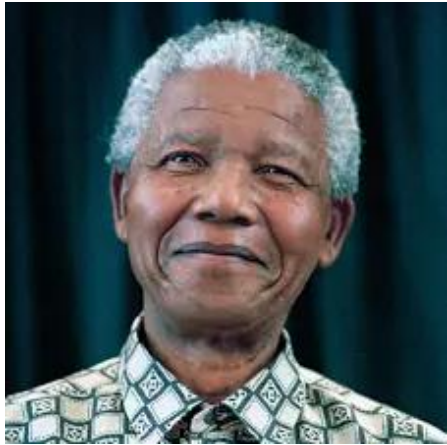


- Work to inspire your team
- Be willing to tackle challenges and confront reality
- Focus on results



- Managing Dynamics, Personalities, and yes, egos.
- Is it a job or it is a calling?

Relationships and Culture



“It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.” – Nelson Mandela

“Never tell people how to do things. Tell them what to do, and they will surprise you with their ingenuity.” – George Patton



Unique Perspectives



Unique Perspectives



- Never Stop Learning
- Integrity Matters
- Be Humble
- A multiple organization career perspective



- They have no idea....
- Make No Little Plans
- A single organization Career perspective

Learning and Integrity

“Leadership and learning are indispensable to each other.” – John Fitzgerald Kennedy



“The supreme quality of leadership is integrity.” – Dwight Eisenhower

Questions



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