

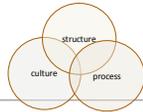
Building the Successful Department

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Successful individuals are the key to successful organizations



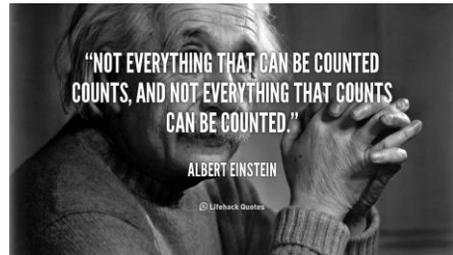
A needs assessment



What department **structure** will support your goals?

Are **processes** in place to achieve your goals?

Is the **culture** aligned with your goals?



Culture: what is it and why do we care?

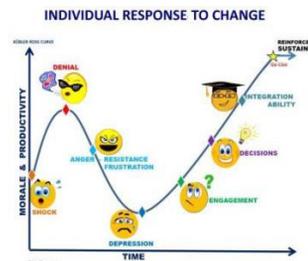
Culture is the essence of how people interact and work

Culture made of instinctive, repetitive habits and emotional responses

Culture is much more a matter of *doing* than *saying*.....

"Culture eats strategy for breakfast." – Peter Drucker

Remember it will be a journey.....



Leadership Principle #1

Take time to learn and gather data.....avoid hasty decisions and pressure to "do something"

Leadership Principle #2

History and context matter.....good people will act in self interest when necessary

Leadership Principle #3

Don't be afraid to set high standards and trust people will rise to expectations



Leadership Principle #4

Data is good but insufficient.....need to appeal to both intellect and emotion

Leadership Principle #5

Have courage to be transparent, consistent and equitable even when it is not popular

Leadership Principle #6

Seek broad input but avoid "democracy".....

Leadership Principle #7

Good timing is essential.....have patience, set an achievable pace and prioritize for both early and sustained successes

Leadership Principle #8

Choose your team for character and traits.....be friendly but not friends

Leadership Principle #9

Project optimism!

Leadership Principle #10

Adapt leadership tactics as needs evolve.....transition from leading by doing to leading by leading

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

– John Quincy Adams

