

# You've Been in Office for a Month: Now What?



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# The County as a Team



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## Working as a Team

- County elected officials have special status in the community, your constituents expect you to act accordingly.
- Look beyond yourself and collaborate a culture of collaboration and civility.
- You set the tone for county employees and the community, they will mirror your behaviors.



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## Overcoming Disagreements

- Differ respectfully, compromise, and focus on what is best for the county.
  - If you do, both county employees and community member will be more likely to follow your lead.
  - If you choose to get mired in blame and division, county employees will follow your example (as will the community).
  - This can grind county operations to a stand still causing the county to fracture.



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## Meeting the Challenge

- You have special status in the community, meaning your constituents have special expectations of you.
- Elected officials must act in accordance with these expectations.
- To work as a team you must look beyond yourself and cultivate a culture of collaboration and civility.



Remember that you set the tone for both county employees and the community.

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## Learning to Lead

- Lead in the way your employees and constituents expect you to lead.
- Help each other focus on the future and the common interests that bind you.
- Recognize that elected officials have different opinions **and that's ok.**
- The sign of true leaders is the ability to work through differences in ways that advance the needs of the county, build trust, and create a culture of respect.



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## Tips

- **CHECK YOUR EGO AT THE DOOR:** Focus on what is best for the county, not yourself.
- **KEEP CALM UNDER PRESSURE:** Take a deep breath and think about your response when someone (or something) is pushing your buttons.



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## Problem Solving

- Separate people from problems
- Obtain facts
- Understand opposing viewpoints
- Use a fair process to make decisions
- Be willing to both persuade and be persuaded (consider your arguments and the arguments made by others, explain your position and be open to the positions of others)



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## Remember One Thing

No matter what you do, public perception will become your legacy.



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