

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



IDAHO
ASSOCIATION OF
COUNTIES

1

The County as a Team



IDAHO
ASSOCIATION OF
COUNTIES

2

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.



IDAHO
ASSOCIATION OF
COUNTIES

3

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.



IDAHO
ASSOCIATION OF
COUNTIES

4

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.

IDAHO
ASSOCIATION OF
COUNTIES

5

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.



IDAHO
ASSOCIATION OF
COUNTIES

6

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.



IDAHO
ASSOCIATION OF
COUNTIES

7

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)



IDAHO
ASSOCIATION OF
COUNTIES

8

Remember One Thing

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



IDAHO
ASSOCIATION OF
COUNTIES