

LEADERGOV

Training to Engage and Develop

Habersham County Leadership Development

www.leadergov.com

Habersham Director's/EMS Cohort Workshop Journey

Success with Self

Leadership Overview

Leadership and
Personality

Success with Results

Strategic Leadership

High Impact Goals
(HIGs) and Repeatable
Activities

Success with People

Effective
Communication

Servant Leadership

Capstone Project

2022-23 Habersham Director Leadership Cohort





My Leadership Statement

I want to be successful and achieve excellence in all that we do by building trust, communicating and working together as a team!

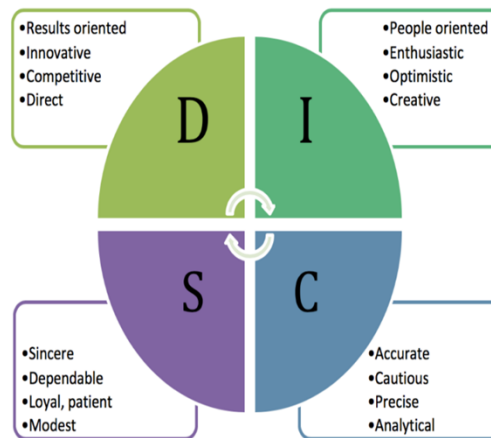
Leadership Statement

I will advance responsible management of solid waste by educating and empowering my team to improve safety and industry standards.



Implementations

SWOT ANALYSIS



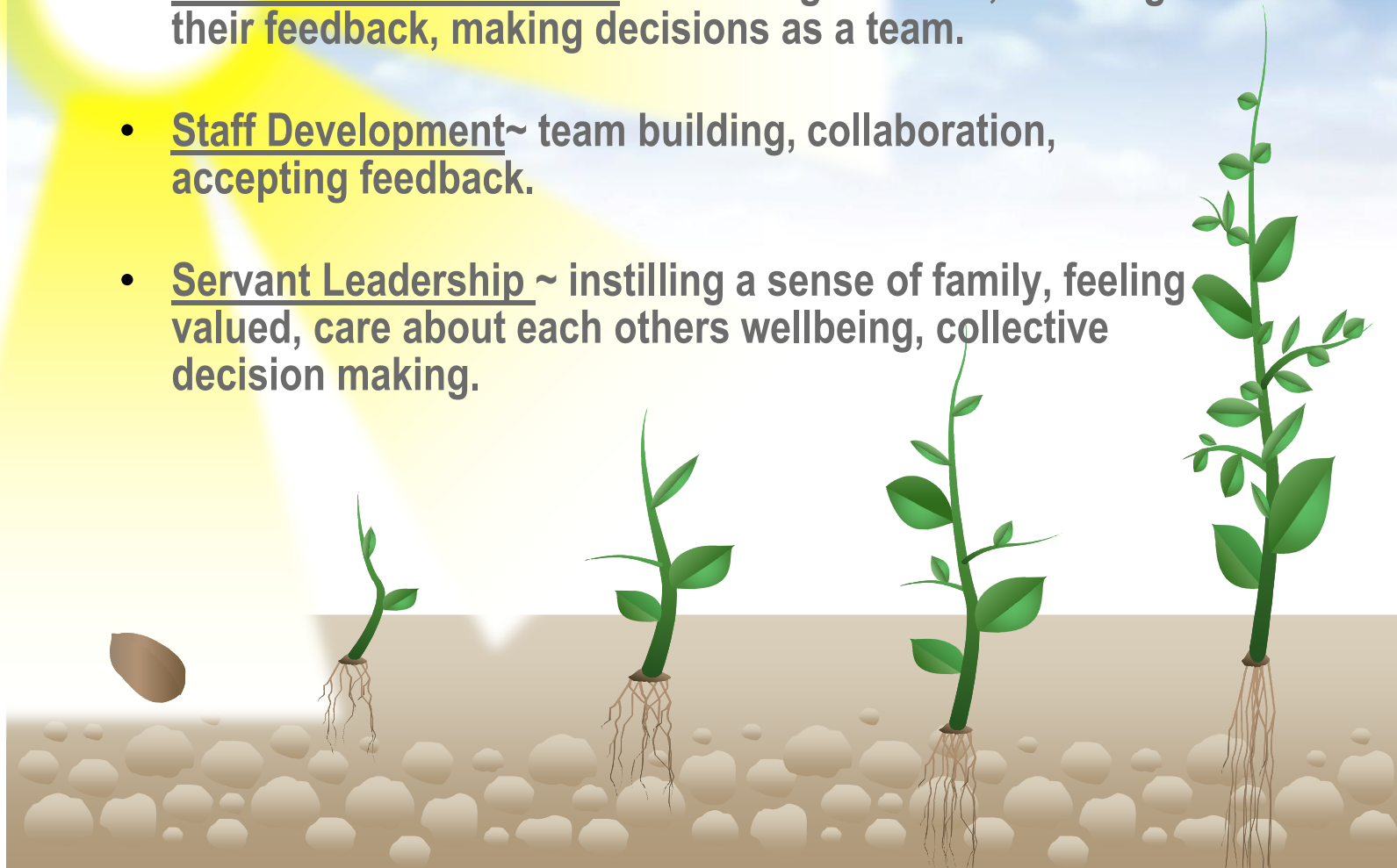


As hard as it is...

**TRY and remember
Self- Care**

LEARNED AND IMPLMENTED LEADERSHIP TRAITS

- Shared Communications~ including the team, listening to their feedback, making decisions as a team.
- Staff Development~ team building, collaboration, accepting feedback.
- Servant Leadership ~ instilling a sense of family, feeling valued, care about each others wellbeing, collective decision making.



Practice – Develop High Impact Goals

Goal – Start cross training additional team members to increase efficiency and quality of work

Issue - Loss of employee has negatively impacted department in GIS.

Result – Have started training two additional personnel in GIS. We've updated the 911 database and began process of updating Tax Assessors parcel splits.

What I have put into practice so far....

- Having breakfast meetings with my employees
- Praising my employees for a job well done
- Discussing our strengths & weaknesses so that we can grow and improve
- Having hard conversations when needed and allowing them to do the same with me

THREE DRIVERS OF HAPPY EMPLOYEES:

- 1. Strong Sense of Community*
- 2. Employees Feel Recognized and Appreciated*
- 3. Positive Manager-Employee Relationship*

Director Capstone Comments

“It made me aware of the areas where I can improve to help my team grow”

“By drawing attention to aspects of our roles as leaders that often go unnoticed or overlooked”

“I wanted to say thank you to all of you for the great friendships we have made throughout this class. I feel like we are a closer group and any of us would go out of our way to help the other. I have truly enjoyed learning from each of you. You may not think you taught me anything, but trust me, ALL of you have helped me grow”



Going Forward
with
Emerging Leaders

Habersham Emerging Leader Program

- Seven-month program meeting monthly
- Small group – 16 participants
- Optional elements:
 - LeaderGov – leadership topics
 - Habersham Employee Government Academy (MEGA) – led by department heads/community leaders who present on operations and leadership journey
 - Assigned mentor to each employee
 - Group project
- Employees must apply
- Eligibility requirements:
 - Active County employee
 - No performance issues
 - Department head approval

Key benefits:

- Expanding knowledge of leadership and operations
- Equipping succession ready leaders
- Participants gain view of bigger picture
- Connections & friendships with team members



LEADERGOV

Training to Engage and Develop

THANK YOU

www.leadergov.com