Texas Association of Counties
2018 Legislative Conference

Restore What’s Right
Your Voice. Your County. The Truth.

Taking Responsibility for Your County’s Success

Leadership is the art of getting someone else to do something you want done because he or she wants to do it.

~Dwight Eisenhower~

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Presented by
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1. **Passionate – Committed to success of county**
   - Leader’s enthusiasm is visible to everyone.
   - Passion and commitment shines through every action.

2. **Consistent – Not controlled by “mood of the day”**
   - Similar behavior and does not depend on current problem.
   - Creates an environment of success every day.

3. **Honest – Your word is your bond!**
   - Guard your integrity with your life.

4. **Humble – Successful without bragging about success**
   - Arrogant people think they know everything – humble people are *always learning*.
   - Humble people ask questions – ask for help.
   - Humble people automatically share credit.

5. **Servant Leaders – Put the county and customers (internal and external) first**
   - Excellent listeners – you learn more from listening than talking.
   - Have empathy – striving to understand other people’s intentions and perspectives.
   - Self-aware – able to look at themselves and consider how their behavior impacts others.
   - Foresight – they can predict the future by learning from past experiences.

6. **Optimistic – Believe they can accomplish almost anything**
   - Optimists add energy – pessimists drain energy.
   - Optimism is infectious – your energy fuels the energy of your environment.

7. **Action Oriented – Focused on solutions**
   - Takes risks to find the best solutions to the problem – not just focused on problem.
   - Focused on strategic problem-solving.

8. **Adaptable – Flexible**
   - Flexibility leads to finding new answers, trying new things.
   - Great leaders are willing, even eager, to change, to look for new challenges.
1. **Expect the Best.**
   - Be visibly distressed when your staff do not live up to expectations.
   - Set the bar high. Do not settle for less.
   - Do not accept excuses.
   - Hold everyone, including yourself, accountable for results.

2. **Identify the Barriers to Success.**
   - Do not blame external environment – lack of funds, state office, politics, global warming, etc.
   - Seek out and understand the barriers and potential problems.
   - Work to minimize the impact of the barriers.

3. **Do Not Be a Victim.**
   - Opposite of being a leader.
   - Victims are passive.
   - Victims allow others to push them around – “Woe is me.”

4. **Pay it Forward**
   - Share what has worked and what has not worked in your success.
   - Find mentees to mentor.
   - Give a hand to those below you.

5. **You Control Your Morale!**
   - Definition – A state of individual psychological well-being based upon a sense of confidence, usefulness, cheerfulness, discipline, purpose, and willingness to perform assigned tasks.
   - Your morale is up to YOU!
   - Do not allow others to affect your morale.

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“You were born to win, but to be a winner, you must plan to win, prepare to win, and expect to win.”
~Zig Ziglar~

“Resentment is like drinking poison and waiting for the other person to die.”

“In the End, we will remember not the words of our enemies, but the silence of our friends.”
~Martin Luther King, Jr.~

“The best morale exists when you never hear the word mentioned. When you hear a lot of talk about it, it’s usually lousy.”
~Dwight D. Eisenhower~
The Dynamic Leader:

1. Has the courage to take calculated risks.
2. Has a passion to make a difference with others.
3. Takes responsibility while others are making excuses.
4. Sees the possibilities in a situation while others are seeing the limitations.
5. Is willing and ready to stand out in a crowd.
6. Leads with an open-mind and an open-heart.
7. Checks his or her ego at the door.
8. Sees problems and obstacles as invitations to growth and solutions.
9. Empowers others to achieve greatness.
10. Inspires others by respecting everyone, whether they deserve it or not.
11. Visualizes the contribution of everyone.
12. Has the ability to harness the power of many.
13. Has unconditional capacity to listen to everyone.
14. Knows when to lead, when to manage, and when to stand down.
15. Is not a victim!

Example is not the main thing in influencing others. It is the only thing.

~Albert Schweitzer~
TO MANAGE: To bring about, to accomplish, to have charge of or responsibility for, to conduct

TO LEAD: Influencing, guiding in direction, course, action, and/or opinion.

- The **manager** administers the **leader** innovates.
- The **manager** is a copy the **leader** is an original.
- The **manager** maintains the **leader** develops.
- The **manager** accepts reality the **leader** investigates it.
- The **manager** focuses on systems and structure the **leader** focuses on people.
- The **manager** relies on control the **leader** inspires trust.
- The **manager** has a short-range view the **leader** has a long-range perspective.
- The **manager** asks how and when the **leader** asks what and why.
- The **manager** has his/her eye always on the bottom line the **leader** has his/her eye on the horizon.
- The **manager** imitates the **leader** originates.
- The **manager** accepts the status quo the **leader** challenges it.
- The **manager** is the classic good soldier the **leader** is his or her own person.
- The **manager** does things right the **leader** does the right thing.

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**Outstanding leaders go out of their way to boost the self-esteem of their people. If people believe in themselves it’s amazing what they can accomplish.** ~ Sam Walton~

**An army of sheep led by a lion would defeat an army of lions led by a sheep.** ~ Arab Proverb~

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2 Things…Questionnaire

Name of Your Supervisor/Manager: ________________________________

1. What two (2) things do you want me (your manager) to **STOP** doing?
   1.) ____________________________________________________________
   2.) ____________________________________________________________

2. What two (2) things do you want me (your manager) to **START** doing?
   1.) ____________________________________________________________
   2.) ____________________________________________________________

3. What two (2) things do you want me (your manager) to **CONTINUE** doing?
   1.) ____________________________________________________________
   2.) ____________________________________________________________

Your Name: ________________________________
Date: ________________________________