



# Leadership Philosophy

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I believe that leadership is a privilege. It is a privilege that carries with it the responsibility to inspire others, and to direct them to attain the vision and goals of our organization.

I believe that the single most important asset of the Recreation, Parks and Arts Department is the staff. As a leader, it is my job to know the staff, support their professional development, take an interest in them as individuals and recognize their achievements. To accomplish this, it is important that I am approachable. Staff need to feel comfortable delivering news, both good and bad, so that as a leader I can always be in the information flow.

cherish traditions; but value new approaches and ideas. My job is to foster a culture of creativity.

I believe that a leader needs to be decisive, which means knowing when to act and when not to act but, always communicating that to staff so they know exactly why a decision was made. Procrastination confuses and discourages staff. I say what I mean and mean what I say.

I believe that I have a responsibility to recognize and reward contributions throughout the organization. The more often I can say "good job" the more good jobs will be accomplished. Everyone



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Empowering others to make decisions is important to developing future organization leaders. I will only delegate decisions I truly want subordinates to make. I will not ask anyone to make decisions that are inappropriate to their level of responsibility or beyond their ability level. I will never delegate an assignment and then micromanage it; I will, however, trust and verify. I will provide guidance and support. I will critique, but not criticize, a delegated decision.

My actions speak louder than my words. I believe in leadership by example. I welcome opportunities to work side by side with employees throughout the organization. I enjoy working on projects with staff, but also realize that each of us have unique roles in the organization that are not interchangeable.

I will encourage creativity, freedom of action and innovation as long as these efforts are consistent with the mission, vision and values of the department. I

likes to be recognized, some staff more publicly than others. Criticism fosters fear; praise fosters commitment to accomplishment. Every success has room for improvement. I try to not mix compliments with criticism. There will always be time later to debrief and improve upon an event, process or product.

I believe that the most important job of leadership is to develop leadership and pride within all levels of our organization. I want every individual in the department to feel proud of what they do, understand how their job contributes to the overall department and feel that in some way they too can provide leadership.