

+ Growing Your Leadership



Presentation and Materials by Dave Bartholomay and Mary Jo McGuire

Leadership is a very personal skill - we each have our own approach (whether you believe you have "it" or not) and we are all continuously growing in how we lead.

+ Why are we doing this?

Growing our leadership skills helps us serve our residents to the best of our ability. This Leadership Moment is an opportunity for us to learn from each other!

Leadership Focus Areas

+ Trust

What makes up trust?	This builds trust because...
Care	When I show that I care, the message is that we are in this together.
Sincerity	I mean what I say, say what I mean, and I act accordingly.
Reliability	You can count on me to deliver what I promise.
Competence	You know I can do this...or that I will admit that I need to learn how.

Trust is made up of many different actions. Yet, through it all, research shows one clear reality: trust is a two-way street.

- You are trustworthy AND You trust the other person.

We know that trust can be broken easily. The good news is - trust can be rebuilt / earned day by day.

+ You might ask, "What do I do if I really don't trust the other person?"

The list above is a handy tool to help you identify where exactly the lack of trust comes from. Does their behavior show you can't count on them to deliver on their promises? Or that they are unwilling to learn how

to do a task? This can be a place to start in conversations about how we can work better together. Does your behavior show you are being trustworthy, too?

+ Listening

Leaders all too often seem to be seen these days as talkers - up front, making big speeches. Yet, the best leaders are often those who make people feel listened to. As public officials, we see how most people just want to be heard. We can't please everyone, but we can show people that their opinion is respected and that we are open to other viewpoints. By moving from talking AT people to listening TO them, we can lead better.



*“Courage is what it takes to stand up and speak;
Courage is also what it takes to sit down and listen.”*

Winston Churchill

One way to listen better is to place a focus on not just thinking of your response while someone else is speaking. Here are some helpful phrases that can help deepen our listening:

“Tell me more!” - “What do you think?” - Paraphrase back what you're hearing from them.

Keep on Growing!

We are all constantly growing and changing as leaders. We learn new things. We try out new ideas. We figure out what doesn't work (never as much fun).

We can't expect that others will improve their leadership skills, so we can choose how we can take action to be the best leaders we can be.

Speaking of Listening...

Minnesota's Counties are a wealth of experience, knowledge, and stories. Mary Jo is hoping to gather as much info from across the state to highlight during her time as President of AMC and President of the National Association of Counties (starting July 2023).

Do you have stories we could share with others (within AMC and at NACo)? Experiences and expertise?

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