MRPA Programming Network Meeting Notes: 11/17

**Introductions:** 28 total participants

**Leadership Development Panel:**

Jennifer Fink – You learn something new from every boss you have had – you learn what you want to do and what you don’t want to do while working with different leaders.

Alex McKinney – Washington County, smaller organization. Spending time to listen to staff is critical – listening in the right way. Listening depends on the individual. “Thank you’s” are very important – individualize it to the people you work with. Collect thoughts and make sure everyone is heard. Trust, communication and accountability is key.

Adam Lares – Leadership perspectives change and are different in various organizations, cities, counties. Understand that everyone leads in different ways – be authentic to yourself. Understand that leading is a learning curve and that is okay. Every decision you make, there will be someone that doesn’t see it the way you do which is challenging – Always be professional with your decisions.

Jason West – Staff feedback from staff regarding their true thoughts. What motivates them? They want to be trusted, encourages, and motivated. Positivity is important. We all want to be valued and trusted. Knowing this helps for staff to engage. Race Equity and Inclusion discussions help ground us.

* Other take-aways:
* Work/Life balance matters! Directors who are not good at doing that personally need to recognize that staff need it.
* Give people grace.
* Positivity is a choice.
* Work doesn’t’ get done without a team.
* Learn from every boss you have, what kind of boss you want to be.
* To manage UP, Plant a seed.. then later approach with the idea.
* You can’t make everyone happy.

**Discussion Topics:**

* What are your techniques for staff redirection/holding them accountable while keeping work fun?
	+ Fostering relationships through accountability
	+ Create fun and comfortable relationship first, then hold people accountable, circle back to fun relationship
	+ Learn and move on
	+ Having fun and connections is what builds the trust, and helps you through the tough times.
	+ Follow up after redirection, ask how its going. Ask if they feel some type of way? Be open.
* Ideas for team building that doesn’t cost a lot of money?
	+ Rec Retreats to evaluate years/seasons
	+ Reach out to other agencies
	+ Incorporate food!
	+ Happy hours after work
	+ Pranks in the office
* Do you have advice on navigating the politics of government work from a lower level manager perspective?
	+ Educate yourself
	+ Get involved
	+ Pay attention locally
	+ Be aware of who the players are in your city
* What inspires you as a Director?
	+ “Our team”
	+ Public Service
	+ Special event days
	+ Turning negative customer feedback into positive customer feedback – feels great

**Next meeting: Friday, December 15th at 10am**