

Effective Leadership in the Public Setting

YOU CAN'T PLEASE EVERYONE!

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Mike Bucy
Fire Chief, Stevens 1 Fire-Rescue

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What is Leadership?

What is Effective Leadership?

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DIFFERENCE BETWEEN BOSS VS. LEADER

BOSS

- Drives employee
- Depends on authority
- Inspires fear
- Says, "I"
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Take credit
- Commands
- Says "Go"

LEADER

- Coaches them
- On goodwill
- Generates enthusiasm
- Says, "We"
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, "Let's go"

What does it mean to be a leader v. director?

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Group (kinda) Exercise

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Appreciation Strategy Humility
Commitment Responsibility Listening
Leadership
Integrity Honest Communication
Values Purpose Determination
Passion Principles

What are the character traits found in an effective leader? Which ones work best in Public Sector?

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If your actions
inspire others
to dream more, learn more,
do more and become more,
you are a
LEADER.

Is person born to be a natural leader or must they learn to be a leader?

If leadership does not come naturally, can a director or manager still become a leader?

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Motivation

What should a dept. director or division manager know about being a leader?

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How do effective leaders encourage the development of leadership qualities?

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How should a new leader prepare themselves for the position?


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**INVESTING
IN YOURSELF**

How does a person grow into a leadership role and improve their effectiveness?

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1. Top Down Attitude
2. Paperwork before People
3. Absence of Affirmation
4. No Room for Mavericks
5. Dictatorship in Decision-Making
 - a) No decision-making
6. Dirty Delegation
7. Communication Chaos
8. Missing Clues of the Culture
9. Success without Successors
10. Failure to Focus on the Future

What are the common mistakes that leaders make and how can you avoid them?

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How should a busy director prioritize their time to be/become an effective leader?

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What can hold back leadership in the local government planning profession?

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How to be an effective leader in a political environment?

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How to address leadership across departmental lines/outside agencies?

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Thank you!

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