



Alachua County,
Florida

ALACHUA COUNTY, FLORIDA

ALACHUA EXCELS

County Manager's Office
Fiscal Year 2009

Alachua Excels

Leadership Team

The Leadership Team's purpose, as Department Directors, in the scheme of a team-based management continues to be to manage their Departments and oversee functional areas of operations. However, as a Leadership Team they have a new team-based role in the organization to see that the activities of all organizational teams are aligned with Alachua County's vision, values and strategic objectives.

In team based organizations Leaders exist at all levels of the organizations.

Leadership Team Members

- Have integrity and are examples of ethical leaders
- Honor the direction of the Board of Commissioners and representative, democratic governments
- Care about employees and are willing to intervene through Employee Assistance Programs
- Enjoy their jobs and feel they work in a professional environment supportive of management
- Encourage innovation and creativity in the workplace
- Are committed to the vision and mission of the organization and reflect it in their strategic plans
- Exemplify and live by the values of the organization by walking the talk
- Work as a team, collaboratively supporting each other and reinforcing teamwork among employees
- Are competitive and build esprit de corps, but not at the expense of others,
- Actively participate in developing the strategic goals and objectives of the organization
- Benchmark, willingly as a routine practice, their programs against the best service providers in the nation as a method of continuous improving county services
- Encourage responsible risk taking and a change agents for continuous improvement
- Applaud the accomplishments of employees and celebrate personal accomplishment
- Are accountable for their actions and the actions of employees entrusted to them
- Communication occurs on a 360-degree basis in an open and honest manner
- Enable employees to reach their full potential
- Exhibit a contagious, positive attitude under all circumstances; problems are challenges or opportunities
- Have a tough hide; recognizing the realities of public service
- Develop depth in their staff capabilities so that there remains multiple, potential leaders to come after them, and
- Recognize and develop young talent by serving as mentors and using interns.

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Expectations of the Leadership Team

- All members of the team will honor the direction of the Board of Commissioners
- Individually and as a group the member will act with integrity
- Treat each other with respect
- Work as a team and use methods of teamwork to solve problems
- Actively participate as the Leadership Team develops the short and long term direction for the County organization
- Aggressively and positively communicate the actions and direction of the Commission, County Administration and the Leadership Team to employees. Help employees understand the rationale of policy directions and the “whys” behind our procedures and regulations
- Proactively communicate with County Administration by using email, the telephone, dropping by, voice mail or brief, written monthly summaries. Inform the County Manager or Deputy of all issues which could end up in the newspaper, good news or bad.
- Honor the Golden Rule of providing all Commissioners with the same information
- Be totally committed to customer service and improving the levels of citizen satisfaction
- Be adaptable and flexible; “think outside of the box”
- If in disagreement with a direction or decision, honestly and professionally discuss point of view in private with the County Manager or Team Leader. If, after expressing personal views and issues, there is no change in direction, follow the direction of County Administration or Team decision
- Do not further your agenda at the expense of others - “Win/Win” is the routine goal of interactions between co-workers
- Follow through with decisiveness and a “bias towards action,” and
- Know and understand how other entities and other governments provide similar services.