



My Style --- What You Can Expect of Me

- First name, open door, open communications
- Do what I say I will do when I say I will do it Straight talk, no hidden agendas, make honesty a habit
- Service oriented, Planning oriented, RESULT\$ oriented
- Fast pace, innovative environment, lean staff supportive, non-bureaucratic staffs
- Competitive, demanding, supportive
- Rewards to winners
- TEAM LEADER, TEAM BUILDER, TEAM PLAYER

Your Style --- What I Expect of You

- Lead by EXAMPLE – not long memorandums
- Do what say you will do when you say you will do it
- Deliver RESULT\$ -- not excuses, not activities
- ALL departments at every level have AGREED UPON road maps (performance objectives) and AGREED UPON score cards (measurement/feedback)
- Train, train, train – delegate, delegate, delegate BUT make sure you TRAIN for RESULT\$ and make sure you DELEGATE for RESULT\$
- Don't come to me with problems – come to me with resolutions/recommendations
- HAVE FUN!!