



# Every Leadership Journey Looks Different





**BIO**

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**City Manager**

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&

**Past CPRE & President**

Washington Recreation & Park

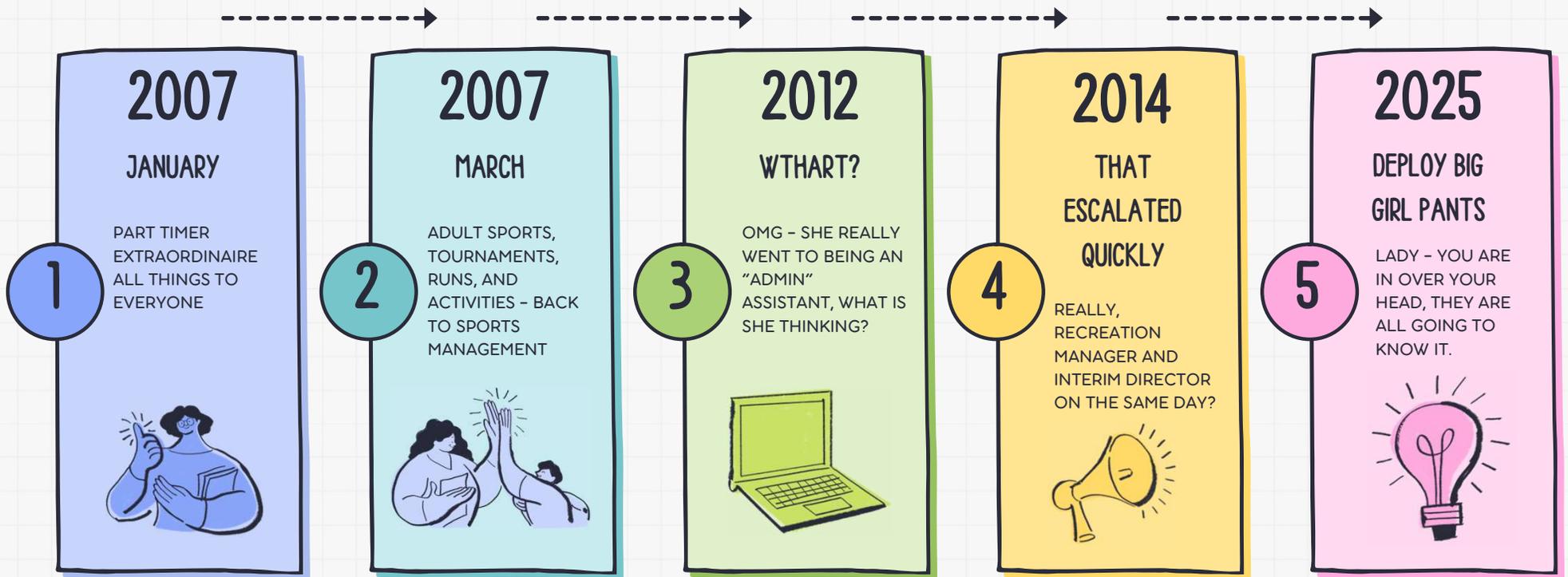
Association

**PLAY MAKER - SEEKER - BUILDER**

*The path may not be straight, but every turn has a purpose.*



# THE DESK JOB I NEVER WANTED - FROM PART TIME EMPLOYEE TO CITY MANAGER





**Main  
principles  
that have  
gotten me  
where I am  
today...**

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***NO JOB IS BENEATH YOU  
OR NOT YOUR JOB...***

***BE THRILLED YOU GOT THE  
JOB AS A PART TIMER AND  
WHEN YOU GET THERE,  
HERE'S WHAT YOU ARE  
GOING TO DO...***

***YOU ARE GOING TO BE THE  
BEST DAMN PART TIMER  
THEY HAVE EVER SEEN...***

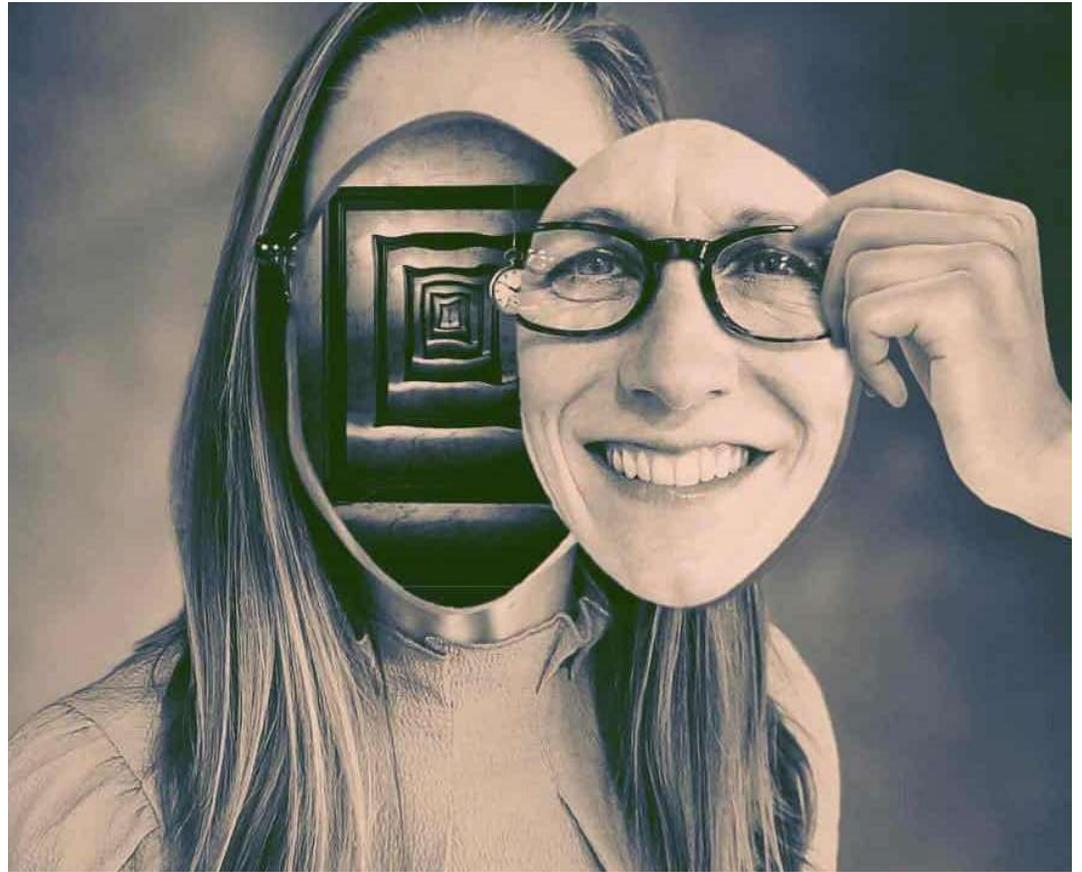
***WATCH THE DOORS OPEN.***

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**You must be willing  
to do what others  
won't do, to have  
what others won't  
have.**

***ONE OF  
THESE  
THINGS IS  
NOT LIKE  
THE OTHER***

Wait? I'm not supposed to be here?  
**IMPOSTER!!!!**



***If it scares you,  
You should try it***

***..... just say yes***

***“You’ll never feel  
ready because  
ready isn’t a  
feeling, it’s a  
decision.”***



# DON'T BE AFRAID TO HAVE FUN AND LOOK WEIRD



# ***TOP TEN LEADERSHIP LESSONS LEARNED THE HARD WAY***

**1**

**Delivering hard news is part of the job.**

**2**

**Growth outpaces comfort.**

**3**

**Not everyone thinks or receives info the way you do.**

**4**

**You can't do all the things all the time.**

**5**

**You can't fix culture with policy.**

# ***TOP TEN LEADERSHIP LESSONS LEARNED THE HARD WAY***

- 6** You will lose people you invest in.
- 7** Trust is rented, not owned.
- 8** No one is coming to save you, you are the calm in the chaos.
- 9** Admitting you are wrong when you are invested deeply.
- 10** You will need to refill your own tank.

# LEADERSHIP LEAVES LEGACIES

Projects, Programs, Places, & People



*"Leadership is not a journey to rise in the ranks. Leadership is to journey to help those around us rise."*

*- Simon Sinek*

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