



DEVELOPING FUTURE LEADERS

WHY A DOG?

BECAUSE...WHO DOESN'T LOVE
DOGS?

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Embedding Mechanisms

- **Deliberate Role Modeling** (set example)
- **Attention, Measurement & Control** (people do what gets attention)
- **Reward/Correction** (emphasize behaviors you are concerned with)
- **Crisis Reaction** (speaks volumes)
- **Recruitment, Selection, Retention** (hire and retain those who fit your culture)



Reinforcing Mechanisms

- **Organizational Systems/Sub-Systems** (directives; pay/benefits; budget/finance)
- **Organizational Design & Structure** (hierarchy, centralization/de-centralization)
- **Space Allocation & Design** (individual/group interaction, degree of formality between people and organizational functions)
- **Tales, Legends, Parables** (“stories” – who are the heroes and who are the heels)
- **Statements of Organizational Mission** (core values, mission, philosophy, and guiding principles)

LEADERSHIP THOUGHTS

- Care about your people
- Be committed to being the best
- Let your actions do the talking
- Communication, Communication, Communication
- Challenge Yourself. Challenge your people.
- Courage to Communicate
- Lead by influence, not authority
- To serve is to Lead

