

# GHSA Leadership Expectations

First, "Expectations" are meaningless without leadership. The following are key elements in leadership that produces positive results:

A "Spirit of Cooperation" must exist between all levels of leadership. General Eisenhower to General Patton during WWII, "He who cannot obey, cannot command."

We need leaders who develop a good plan, stick to the plan, and possess the ability to lead others to follow the plan.

We need leaders who inspire others to dream more, learn more, do more, and become more.

We need leaders who stay far enough out front to motivate others, yet close enough to relate to them.

We need leaders who recognize and deal with problems before an emergency exists.

We need leaders who understand we provide a service to a specialized customer base.

Our "Expectations" for leadership are simple:

1. Know and abide by Policies & Procedures
  - a. Paperwork
  - b. Deadlines
2. It's A Partnership At All Levels
  - a. We need each other to succeed, even though we are different in design
  - b. We need to avoid non-productive actions and communication
  - c. Our goal should be that everyone improves and succeeds
3. In-house Educational Programs
  - a. Training
  - b. Mentoring
  - c. Evaluation
4. Development of a Talent Pool
  - a. Prodigy Program
  - b. Mentoring
  - c. Advancement
5. Consistency & Communication
  - a. The goal should be a level of consistency throughout
  - b. Direction and expectations should be communicated clearly and concisely

"Leadership is the ability to get ordinary people to accomplish extraordinary things."