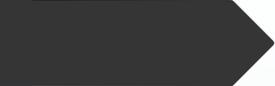


Professionalism within the Local Government

George Henry
City Manager
City of Alabaster





Who am I? What am I responsible for?

- ▶ Fundamental question must be answered.
- ▶ What is the vision?
- ▶ Big Picture vs. Details
- ▶ Areas of overlap
- ▶ Overarching purpose

What is "Professionalism"?

Full Definition of *professionalism*

1: the [conduct](#), aims, or qualities that characterize or mark a [profession](#) or a [professional](#) person(see [1professional](#))

2: the following of a profession (as athletics) for gain or livelihood

Simple Definition of *professionalism*

: the skill, good judgment, and polite behavior that is expected from a person who is trained to do a job well



PROFESSIONALISM:

THE STRICT ADHERENCE TO COURTESY, HONESTY AND RESPONSIBILITY WHEN DEALING WITH INDIVIDUALS OR OTHER COMPANIES IN THE BUSINESS ENVIRONMENT.

APPEARANCE

WORK ETHICS

COMMUNICATION

ATTITUDE

EXPERTISE

- ▶ Track and Field
- ▶ Athletics
- ▶ Musicians
- ▶ Academics
- ▶ Management

Who is a Person of Influence?

Public Servants are Leaders and Influencers.

- Integrity
- Nurturing
- Faith
- Listening
- Understanding
- Enlarging
- Navigating
- Connecting
- Empowering
- Reproducing





Self-Leadership:

- “The number one reason leaders are unsuccessful is their inability to lead themselves” - - Truett Cathy
- “All the significant battles are waged within the self” - - Sheldon Kopp
- “What we do on some great occasion will probably depend on what we already are; and what we are will be the result of previous years of self-discipline” - - H.P. Liddon
- *What does this look like on day to day basis?*



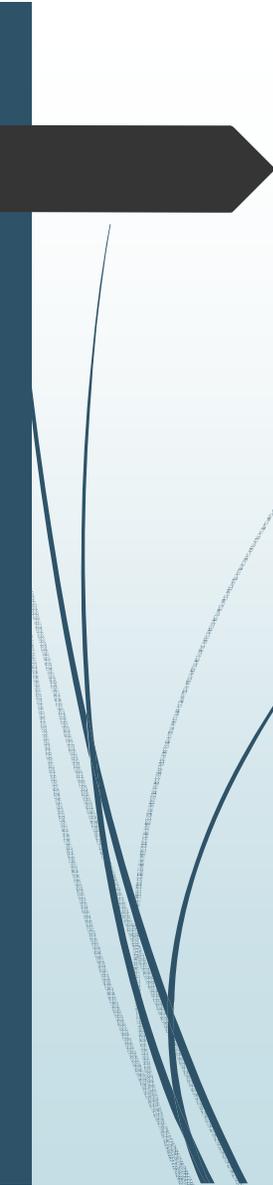
Describe the ideal 'growth' environment:

Culture "A"

- ▶ Welcoming
- ▶ Respected
- ▶ Collaborative
- ▶ Appreciative

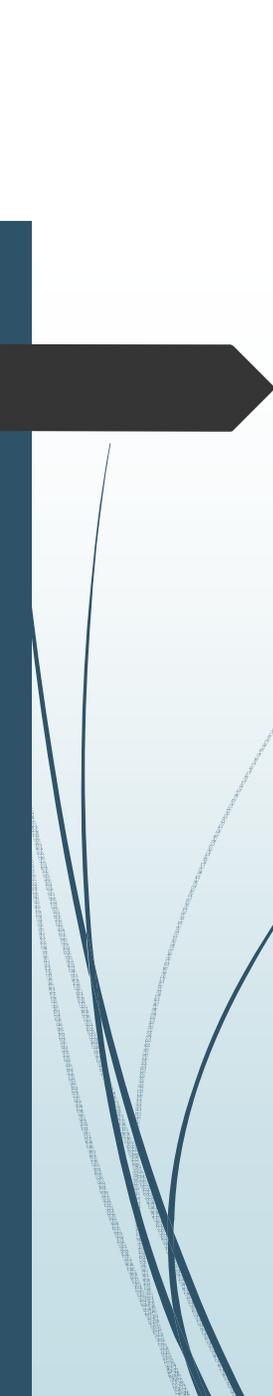
Culture "B"

- ▶ Excluded
- ▶ Criticized
- ▶ Disagreement
- ▶ Insulting



Seven Questions for a Successful Team

- ▶ Do I add value to others?
- ▶ Do I add value to the organization?
- ▶ Am I quick to give away the credit when things go right?
- ▶ Is our team consistently adding new members?
- ▶ Do I use my “bench” players as much as I could?
- ▶ Do many people on the team consistently make important decisions?
- ▶ Is our team’s emphasis on creating victories more than producing stars?



Being a part of a growth environment is a place where:

- ▶ Others are ahead of you
- ▶ You are still challenged
- ▶ Your focus is forward
- ▶ The atmosphere is affirming
- ▶ You are out of your comfort zone
- ▶ You wake up excited
- ▶ Failure is not feared
- ▶ Others are growing
- ▶ There is a willingness to change
- ▶ Growth is modeled and expected



Where do we go from here?

“The secret of getting ahead is getting started” - -
Mark Twain

- Ownership
- Commitment
- Intentionality
- Purpose
- Vision
- Drive

“It was character that go us out of bed, commitment that moved us to action, and discipline that enabled us to follow through.” - Zig Ziglar