

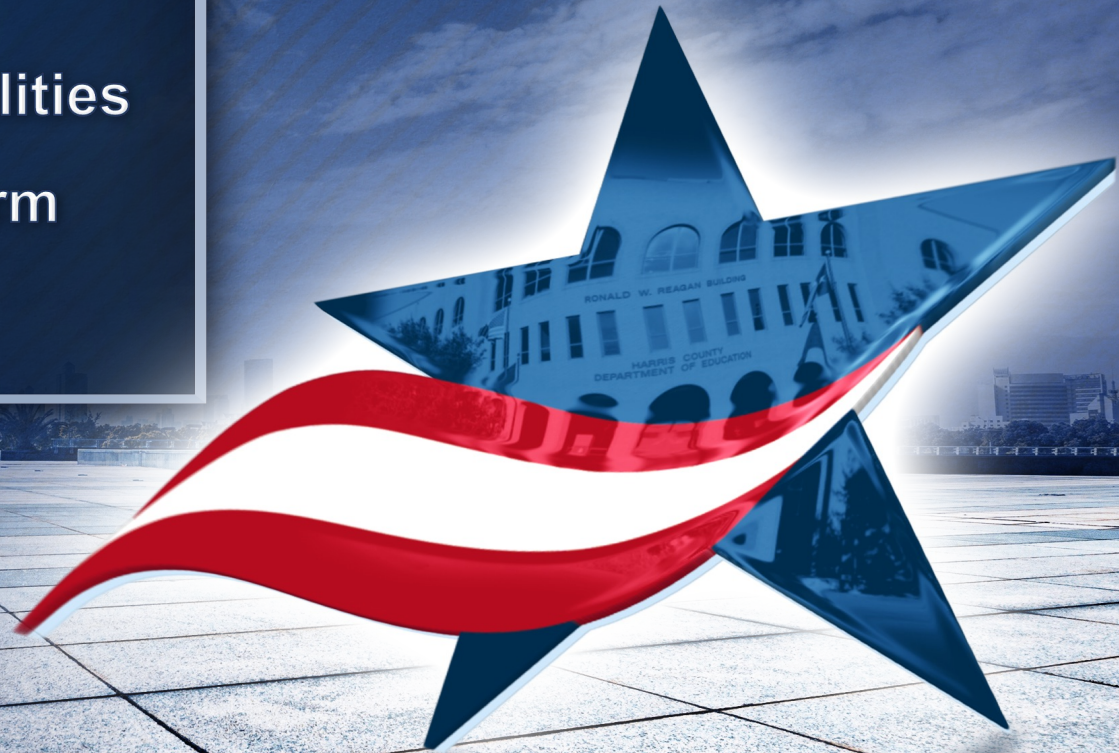
LEADERSHIP ESSENTIALS

 **JAMES COLBERT**
HCDE SUPERINTENDENT



HCDE VISION

- Best in the Country
- Standard Bearers
- Outperform your facilities
- Punish, House, Reform
- Dynamic Programs



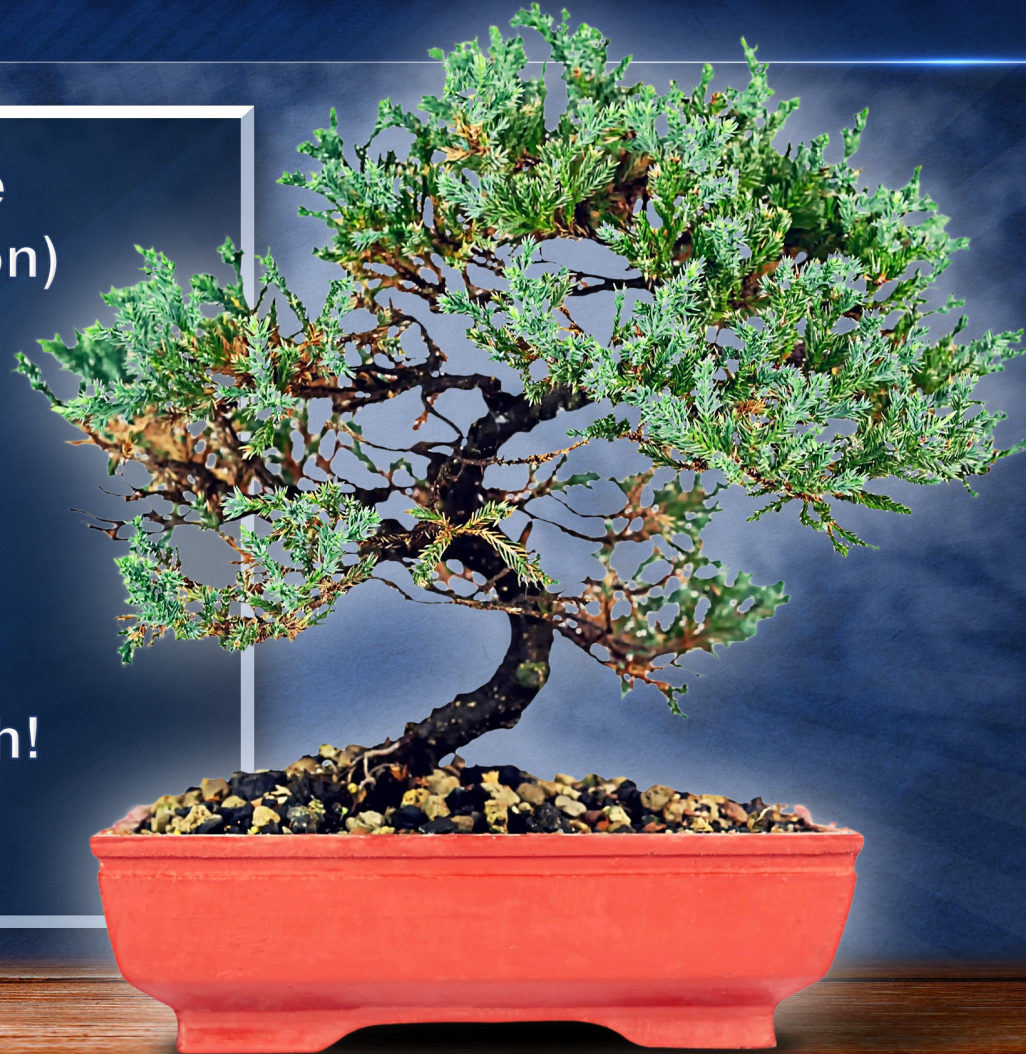
HONOR THE CODE

- ✗ Victim Mentality
- ✓ Look/Act like what you aspire to be
- ✓ Hard Right vs. Easy Wrong
- ✓ Chess not Checkers
- ✗ Emotional, Impulsive, Personal
- ✓ Fearless but Wise
- ✓ Do you honor the chair or the person sitting in it?



MASTERING YOUR CRAFT

- Sharpen your perspective
(look beyond your position)
- Actualize your potential
(don't be complacent)
- Be responsive
- Help develop others
- Make a mistake at 100mph!
- Always be on Point!



SELF REGULATE

- Be honest!
- Look inward before outward
- Establish your professional Ethos
- Don't get punch drunk with Power!
- Remember what it was like to be that position
- Stay in your lane



DEALING WITH CHALLENGING PEOPLE

- Shogun vs. Samurai
 - Try to resolve issues at your level
- Service mentality
- Assess who you are dealing with
 - Can the person be reasoned with?
 - What's the person's expected outcome?
- Take control
 - Establish how the meeting will take place
 - Control direction and pace (20:80 ration)



QUESTIONS?

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