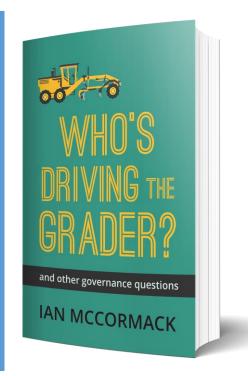
Everyone Loves Grader Stories*

* This story isn't really about graders



1

About our Time Together Today

@ian_mccor or @strategic_steps

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Hey, who's driving that grader after all?

Yes, the Cheshire Cat applies to you

There's always hope

Some time for back and forth

Reminder to self: don't be dull

Why Am I Here?

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3

Sharing What I've Learned

Vocation and Avocation

Be Our Best – All of Us

Why Are You Here?

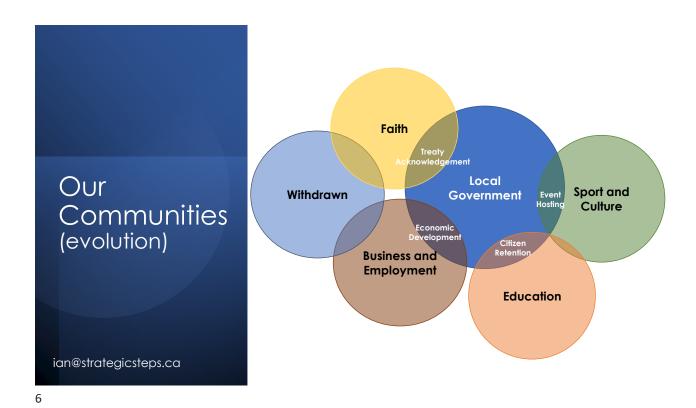
Public Service

Self-Service

Motivation
Vision
Ego
Teamwork
Consultation

Results

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All About Graders (role clarity)

I don't know what I don't know

Buying the grader vs. driving the grader

What not to do – gaps and overlaps

Building the perfect team of experts



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If you don't know where you're going...

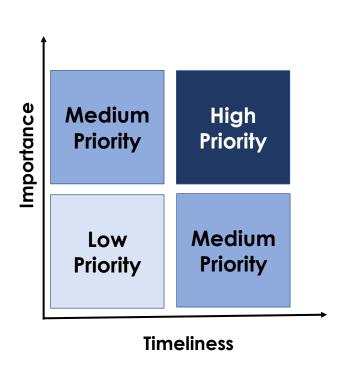
The reward for getting there

Being predictable – and transparent

The risks of innovation

Your best chance of success







• Not Star Wars this time

- Close to those we serve
- Turning a canoe, not a tanker
- Living where you love
- First team
- Hope requires a shared vision



