



The Great Game of Government Re-imagined

Bob Cirtin, Presiding Commissioner

Applying Its Principals to Greene County Government



The Great Game of Government

Today's agenda

I have been asked to **review a few of the principles** in chapters 1 and 2 of the *Great Game of Business* and then we are going to **re-imagine OUR Great Game.**

I will wrap up by addressing a very important component to the Great Game, *leadership.*

- *But first, let's examine the mission of the Great Game.*



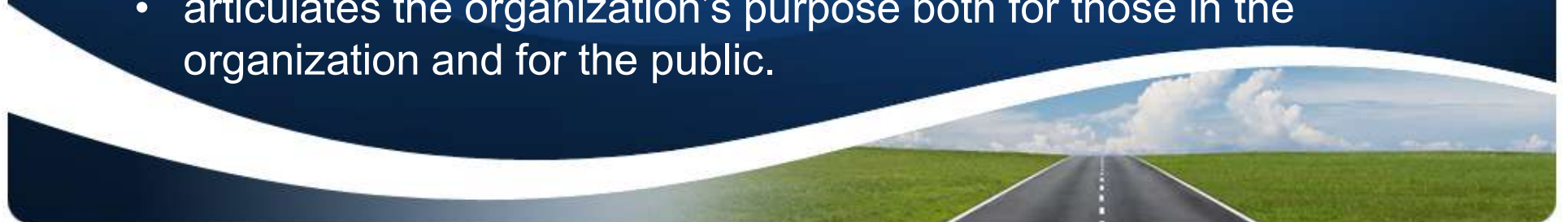
Do we have a mission statement for the
Great Game of Government?

Trysta and I tried to find a mission statement
but could not find one.



What is a Mission Statement?

- A written declaration of an organization's **core purpose** and focus that normally remains unchanged over time.
- A mission statement **defines** what an organization is, why it **exists**, its **reason** for being.
- A mission statement will define:
 - who your primary **customers** are,
 - identify the **products and services** you produce,
 - describe the organization's **fundamental purpose**,
 - communicate a sense of **intended direction** to the entire organization.
 - articulates the organization's purpose both for those in the organization and for the public.



Here is OUR Mission Statement.

- *“To provide all citizens of Greene County, including those in our cities, a safe and thriving community through excellent customer service, unparalleled dedication, and the efficient use of taxpayer dollars.”*



- Now, from what we **know** about the Great Game of Government, let's create a mission statement for our Great Game Huddles.



A few suggestions for a possible mission statement. . .

- Unlocking the **power and profitability** of open book management.
- Creates “**by-in**” **by employees**. Everyone thinks and acts like an owner of the organization having a vested interest in success.
- Employees earn the biggest reward; “continuous improvement of their lives and livelihood.”



A few suggestions for a possible mission statement. .

- A **focus by all employees** of the overall success of the organization.
- Use financial statements to show how the **organization really works**.
- Provides a **better way to do business**.
- Open book management is a **powerful tool**.



- Therefore, OUR mission statement is how we ADAPT the Great Game of Business to Greene County government.

EVERYTHING WE DO TO CARRY OUT THE PURPOSE OF THE GREAT GAME, OR PLAYING THE GAME, MUST HAVE OUR MISSION STATEMENT AND MR. STACK'S TEACHINGS AS OUR FOCUS.



Review of Chapters 1 and 2

The Ultimate Higher Law:

- *When you appeal to the highest level of **thinking**, you get the highest level of **performance**.*
- **CHAPTER 1: Why We Teach People**
- **THE 1ST & 2ND HIGHER LAWS:**
- *You **get** what you **give**.*
- *It's easy to stop one guy, but it's pretty hard to stop 100.*



- *“The best, most efficient, most profitable way to operate a business (government), is to give everybody in the company a voice in saying how the company is run and a stake in the financial outcome, good or bad.”*
- *People are told what to do....but no one ever shows them:
How they fit into a bigger picture
How one's actions affects another's
How each department depends on the others
What impact they have on the company as a whole.*



“The Biggest Barrier is Ignorance”

(Chapter 1, page 6)

- The ignorance of top management assumes that people down the ladder are **incapable of understanding** its problems and responsibilities.
- The ignorance of the people on the shop floor usually means they have no idea why managers do what they do and chalk up every mistake in the company to a combination of **greed and stupidity**.
- The ignorance of middle management means they are constantly torn between the **demands of top management** and **those of the work force**.



- *The Great Game forces people to look at the business from the other guy's shoes and to have a broader perspective.*



Chapter 2 “Myths”

Myth: “Don’t tell people the truth – they’ll screw you.”

- *You can only build credibility by telling the truth.*
- *You can’t operate unless people believe you and believe one another.*
- *Dishonesty is bad business.*



Myth: “Nice guys finish last.”

When you intimidate, treat people badly, you lose power.



Myth: “It’s a big mistake to promote people too quickly.”

- *When people can only see from one perspective, walls go up, communication is terrible, it’s harder to accomplish anything.*

Myth: “Don’t worry about the big issues, just do your job.”

- *If you want to make things happen, you have to get people to raise their sights, not lower them.*

Get folks to see the BIG PICTURE.



Myth: “A Manager’s job is to come up with answers.”

- *You don’t have all the answers.*
- *You can’t succeed if you don’t fail sometimes.*
- *Make contingency planning a habit. Always have a fallback plan.*



Leadership

How does **leadership** apply to our playing of the Great Game AND how we do our jobs?



We truly appreciate the fantastic leadership that has been provided by **Cindy Stein and Angie Crews**



You won't make yourself a name if you follow the rules
History gets made when you're acting a fool
So don't hold it back and just run it
Show what you got and just own it
No, they can't tear you apart

If you trust your rebel heart, ride it into battle
Don't be afraid, take the road less traveled
Wear out your boots and kick up the gravel
Don't be afraid, take the road less traveled on

Don't follow anyone
March to the rhythm of a different drum
Why do we analyze, break out, and criticize the crazy ones?
Put your hands up, show me that you're one of a kind
Put your hands up, let me hear your voice tonight

If you trust your rebel heart, ride it into battle
Don't be afraid, take the road less traveled
Wear out your boots and kick up the gravel
Don't be afraid, take the road less traveled on



- What I just read to you speaks of **Leadership**
- Doing what you know is right
- Individuality
- Taking the path that some people are afraid to take.
(road less travelled)



This is what I want Greene County to do.

And when I say Greene County I mean the 850 (or so),
**fantastic employees which includes you, their
representatives and leaders.**



- We are doing that with the Great Game.
- We have already won an award from the Missouri Association of Counties and within the top 2 percent of entries at the Harvard School of Business.



- <https://www.youtube.com/watch?v=Z5ddt6RFwsM>



By doing the Great Game of Government, we are taking the road less travelled.

We are venturing off into new territory.

**BUT, WE HAVE TO KEEP FOCUS ON THE MISSION, NEVER
LOSE SIGHT OF THE PURPOSE OF THE GREAT GAME.**



Everything we do, every weekly huddle, must be laser focused on fulfilling the mission of the Great Game.



We have a vision for the future.

Our future is **bright**.

We are doing all the **right things**.



But, to go where we need to go takes
courage and perseverance.



- So don't ever forget . . .

If you trust your rebel heart, ride it into battle
Don't be afraid, take the road less traveled
Wear out your boots and kick up the gravel
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Concluding Thoughts . . .

- Chamber leadership trip to Huntsville, Alabama

“Punch above your weight.”

“The sky is NOT the limit.”





Greene County Works . . .

