

GGOB Chapter 12: The Ultimate Higher Law



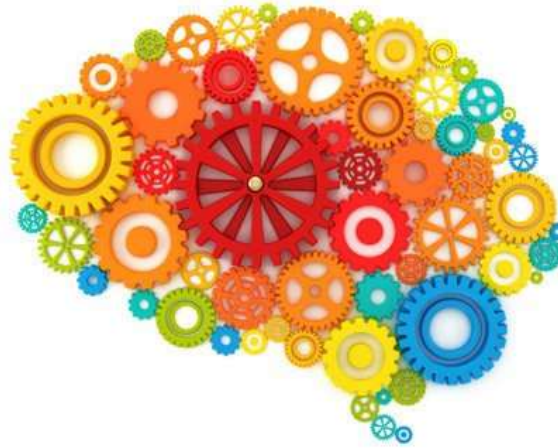
**Applying Its Principals to Greene County
Government**



One Additional Higher Law

When you appeal to the highest level of thinking, you get the highest level of performance.





Create an environment in which you can constantly appeal to people's best instincts.

Ask them to rise above the day-to-day frustrations and think at the highest level, to use all their intelligence, ingenuity and resourcefulness to help each other achieve the common goals.

You can play the Game without a bonus program, equity participation plan, an elaborate communications system or access to the company books.

This environment will weed out those that don't like to play the game.

Personal Commitment

Ask yourself these questions:

- What are you personally giving to the people you manage?
- Do you spend as much time thinking about them as you spend thinking about customers, other departments, the boss?
- Do you share your problems or keep them to yourself? Have you asked your people for help in carrying your load? Do they even know what it is? Have you told them *your* critical number?
- Do you yourself operate with an open book? Do you let your people know everything you know?

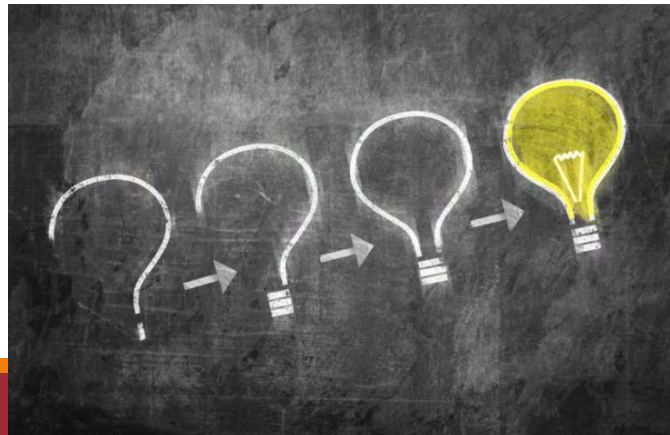
More Questions



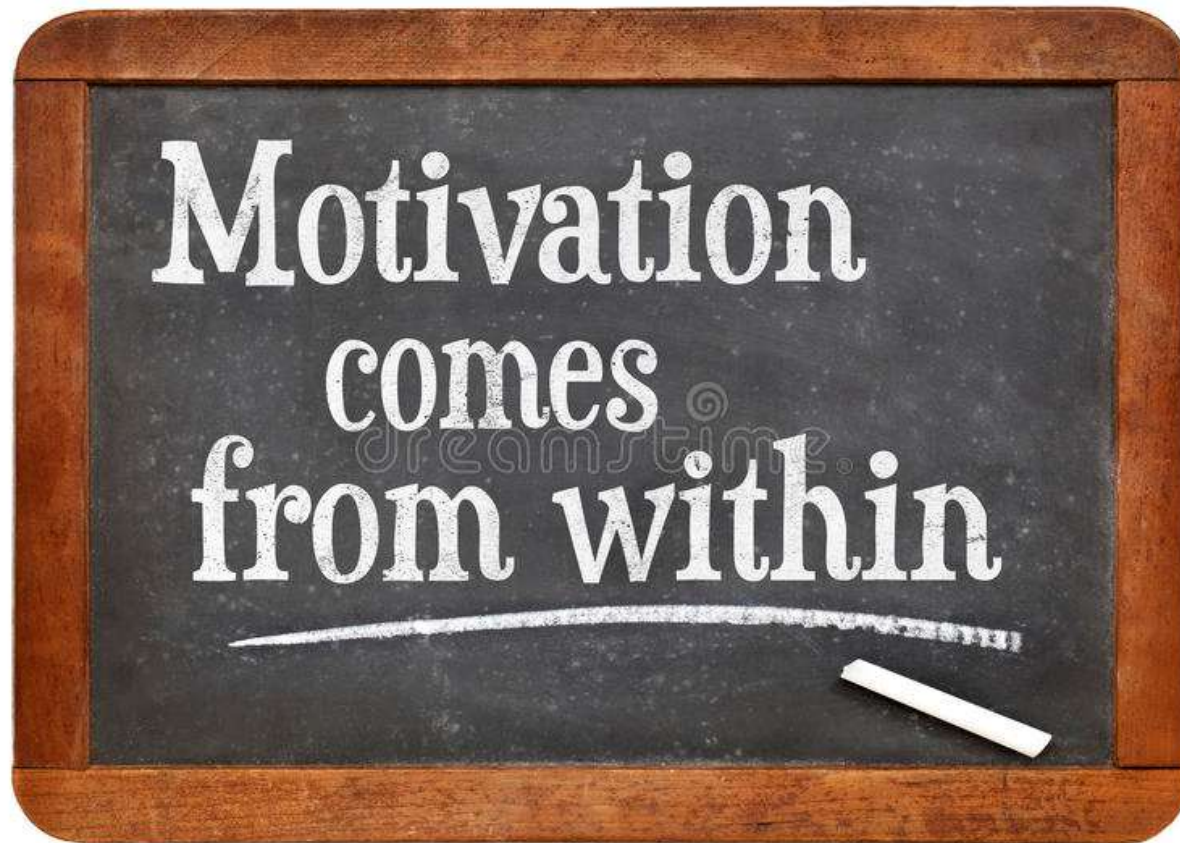
- Are you getting the benefit of their intelligence or do you still think you're responsible for coming up with the answers on your own?
- A good leader is someone who is willing to surround themselves with people smarter than they are.
- Do your people know what to do without being told or do they wait to get a list from you?
- Is everybody working toward the same goal? Does everybody know what it is?

More Questions

- Do you know what gets your people angriest?
 - Have you ever asked them about their frustrations and fears – what keeps them awake at night?
- Have you talked with your people about your own fears and frustrations.
 - Can you let down your own guard enough to do that?
 - Do you have enough self confidence to take the chance that you might get screwed?



Do You Really Want to Change?



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