

The logo for the Florida Recreation & Park Association (FRPA) is centered in a white square with a maroon border. The background of the entire image is a low-angle shot of tree canopies against a blue sky, with a solid green horizontal bar passing behind the logo.

FRPA

FLORIDA RECREATION
& PARK ASSOCIATION

Emerging Leaders Institute

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Personal Progression Planning & Putting It All Together



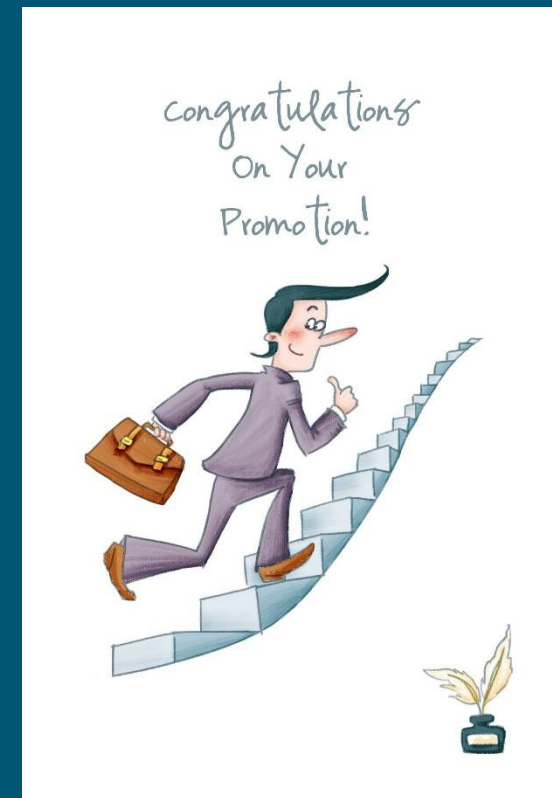
LEARNING OBJECTIVES

- 1. Identify some of the challenges you may face when transitioning into a leadership role through either an internal promotion or external recruitment.**
- 2. Focus on key factors in managing friends and other interpersonal dynamics.**
- 3. Identify the first steps to take as part of your plan for your own career advancement.**

Congratulations on your new role ...

Transitioning into your new leadership role begins immediately:

- Promotional announcement
- Internal candidates
- First impressions



Promotional Announcement

- Timeframe between when you were offered a new role. and when it is announced.
- How is this done in your agency?



Internal vs. External Candidates

- Were you promoted over other internal candidates? If internal. were they peers?
- Think about how they feel coming to work. and how they may feel about you.



First Impression

From the moment you are promoted. everyone will be watching you ...

How should you?

- Act?
- Dress?



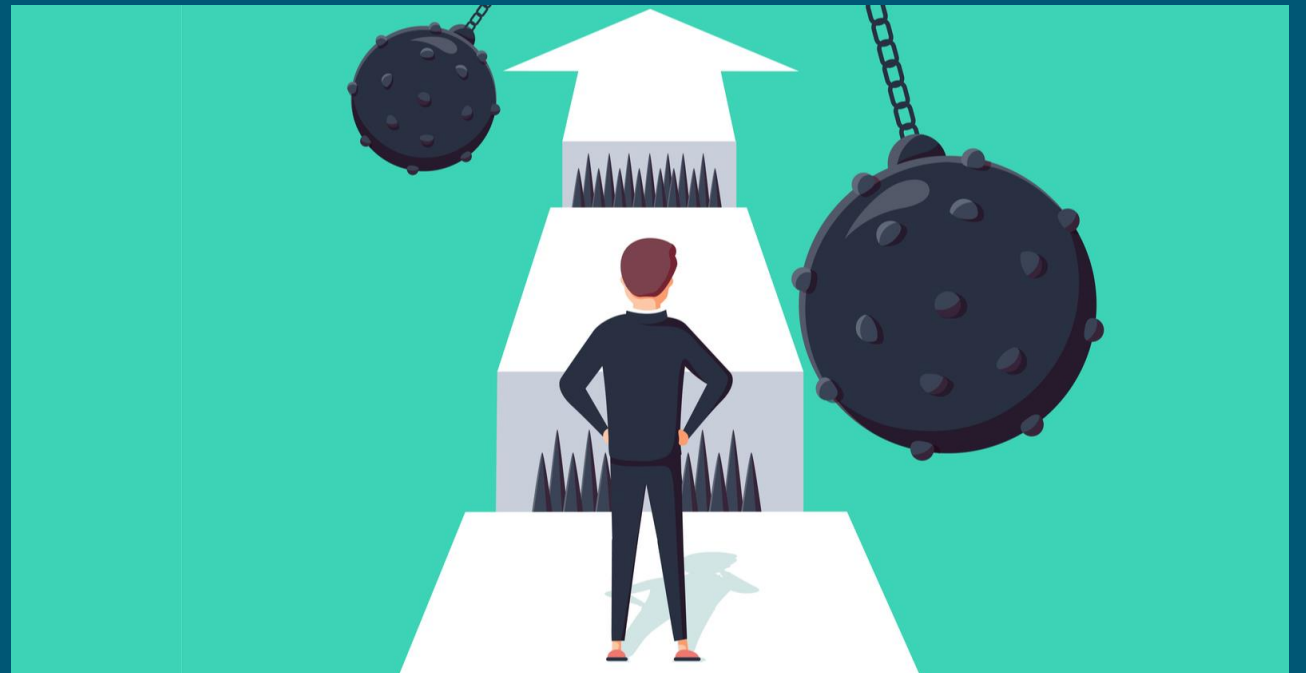
Discussion

What are some of the potential challenges you may face when transitioning from co-worker to supervisor?

- Any real life examples you want to share?
- Reminder. this is a judgment free zone

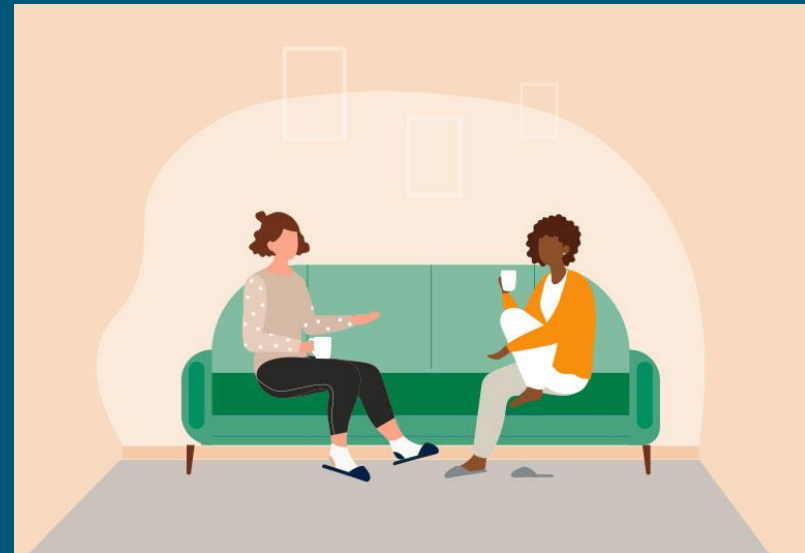
Potential Challenges

- Friendships
- Perceptions
- Age
- Gender
- Many. many more ...



Friendships

- This may be the hardest part of your transition
- Personal vs. professional conversations
- The “inside scoop”
- Vent sessions
- Discipline



Perceptions

- Inexperience
- Playing favorites
 - Discrimination
 - Retaliation



Age & Gender

- Too young OR old
- Male / Female dynamics



Discussion

- Have you ever had to supervise a close friend?
 - What issues did you struggle with?
 - How did you overcome them?

Adjusting to your new role

- Where to start?
- Listen and learn from EVERYONE

“Our biggest communication problem is that we don’t listen to understand. We listen to reply.” – Stephen Covey

Meet with your new team

- Timing
- One –on-one conversations
- New roles
- Your expectations
- Their expectations
- Set boundaries



Learn from your team

- You are not the expert in EVERYTHING!
- Involve your team in making decisions.
- This becomes more prevalent as you move higher up in an organization.
- Let go of your former role!

Seek Guidance

- Is the previous employee in your role accessible to you?
- Who else within the agency has faced a similar transition?
- Network of professionals



Get your hands dirty

- Spend time working alongside your team
- Pick your spots wisely so it is not “forced”
- Ask for feedback for good learning opportunities



Unexpected challenges (or failures)

- Chances are this will not be a perfect transition
- You cannot control everything

“It’s the one thing you can control. You are responsible for how people remember you. Or don’t. So don’t take it lightly.” – Kobe Bryant

What's Next?

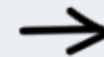
30 days

- Seek to understand the company's mission, vision, and goals.
- Dig into the company's memory to understand context.
- Align on expectations and how to deliver value.



60 days

- Apply skills to deliver value in an organizationally aligned way.
- Ensure communication with key stakeholders is clear.
- Identify and integrate stakeholder input for planned initiatives.



90 days

- Show how you have delivered value by doing what you had planned.
- Share impact and next steps for any initiatives that deserve long-term investment.
- Ensure clear communication of impact that is aligned with company goals.

Action Steps

1.

2.

3.

EMBRACING RISK

“Leadership is about being a catalyst for change, and change inherently involves risk. Change means moving out of your safety zones, trying new things, and encountering the very real chance of failure. Great leaders are not really risk takers...they are actually excellent risk minimizers”!

– John Spence



BELIEVING IN PEOPLE

“Excellent leaders believe in people. They surround themselves with the brightest, most talented and focused people they can find, then spend the majority of their time helping those people succeed. These leaders are not intimidated or jealous of their superstar subordinates – rather they understand that the better the team they build, the farther they will go as the team’s leader”.

- John Spence

Believe in
yourself.



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