

Leadership Challenges & Complexities



TIME AND RESOURCES

- Time x 3 & capacity
- Resourcing - having adequate resources
- Workload
- Competing interests
- Competing priorities
- Balancing priorities x2 & expectations
- Balancing family & work
- Time driven by others
- High expectations - small team

COMMUNICATIONS

- Challenging conversations
- Communications
- Active/intentional listening when busy
- Expectations & communication from ELT
- Information flow - can be isolated
- Timely & consistent communication
- Silos

MOTIVATION AND IMPACT

- Motivating & developing others
- Sustaining & obtaining engagement from team members
- Supporting others - emotions
- Supporting/encouraging others to find solutions rather than solving their problems
- "Always need to be on" - no bad days
- Inspiring people to try new things & be open to taking risks
- Directing other's work without positional power
- Time to develop people
- Opportunities

PRIORITIZE

- Balancing team differences or needs
- Cut the noise - what's true?
- Balancing competing interests
- Getting to my list

OTHER

- Also talked about potential divide between sworn & professional civilians (cultural?)

