

## 2009 BWSR Academy

### SHARING RESOURCES ACROSS LGU BOUNDARIES CONCEPTS FOR SUCCESS

**Act with Integrity:** Agree/disagree/find common ground; not necessary to compromise key principles; be open to re-examining principles, but don't allow artificial roadblocks (pride, status, self-interest) that prevent cooperation.

**Support County goals in Comprehensive Plan and Land Use Ordinances:** Get involved to shape these to complement SWCD goals and State Soil and Water Policy (MN Stat. 103C); set SWCD goals to complement County goals

**Communicate:** Let County know what you are doing, effectiveness of what you are doing, \$\$\$ flowing into the County because of what you are doing

**Be Political:** Pursue a defined end goal but be willing to weather the storms and conflicts which may lengthen the journey to get there; achieving goals is the art of the possible

**Develop Key Relationships:** Who do you need to work with to build success, who has the influence, who is the leverage person?

**Be Strategic:** You can't do it all, but what you do - do well; pick the 1, 2 or 3 things that are important and do them well; allocate your time/resources on what you do well; give up what you aren't doing well but if that is truly important, then get training to increase capacity/performance to do that well also; build a record of success

**One Might Be Enough - maybe:** One big success in a County/SWCD relationship is a lot of capital, which will go a long way for a lasting, smooth relationship; but it won't last forever - you can't rest on your laurels too long

**Seize the Opportunity:** What we want most often doesn't fit; take the opportunity available and make the most of it to move towards what "fits"

**Offer services/advice/input:** What does the County need to better meet its goals that the SWCD can provide?

**Accept Responsibilities:** Where there is a reasonable fit with SWCD goals or which may enhance the positive relationship with the County

**Don't Be Preoccupied with Payment:** We all like to get paid, but as Supervisors be willing to volunteer time and expertise without asking for or expecting payment for everything; be conservative when making requests for payment, volunteer, get involved

**Use Talents of Supervisors and staff:** Avoid egos and personalities of "who" wants to or should do it versus "who" can do it, "who" has the relationship, "who" can best succeed; if the "should do it" person does not have the talent, the "should do it" needs to be a visible support leader but lets the "can do it" person be out front and get the credit

**Get Education and Training:** Especially in leadership, conflict resolution, negotiating, communications, listening, organization, goal setting, and goal accomplishment

**Do Your Homework:** Success usually lies in knowing more and being better prepared than anyone else