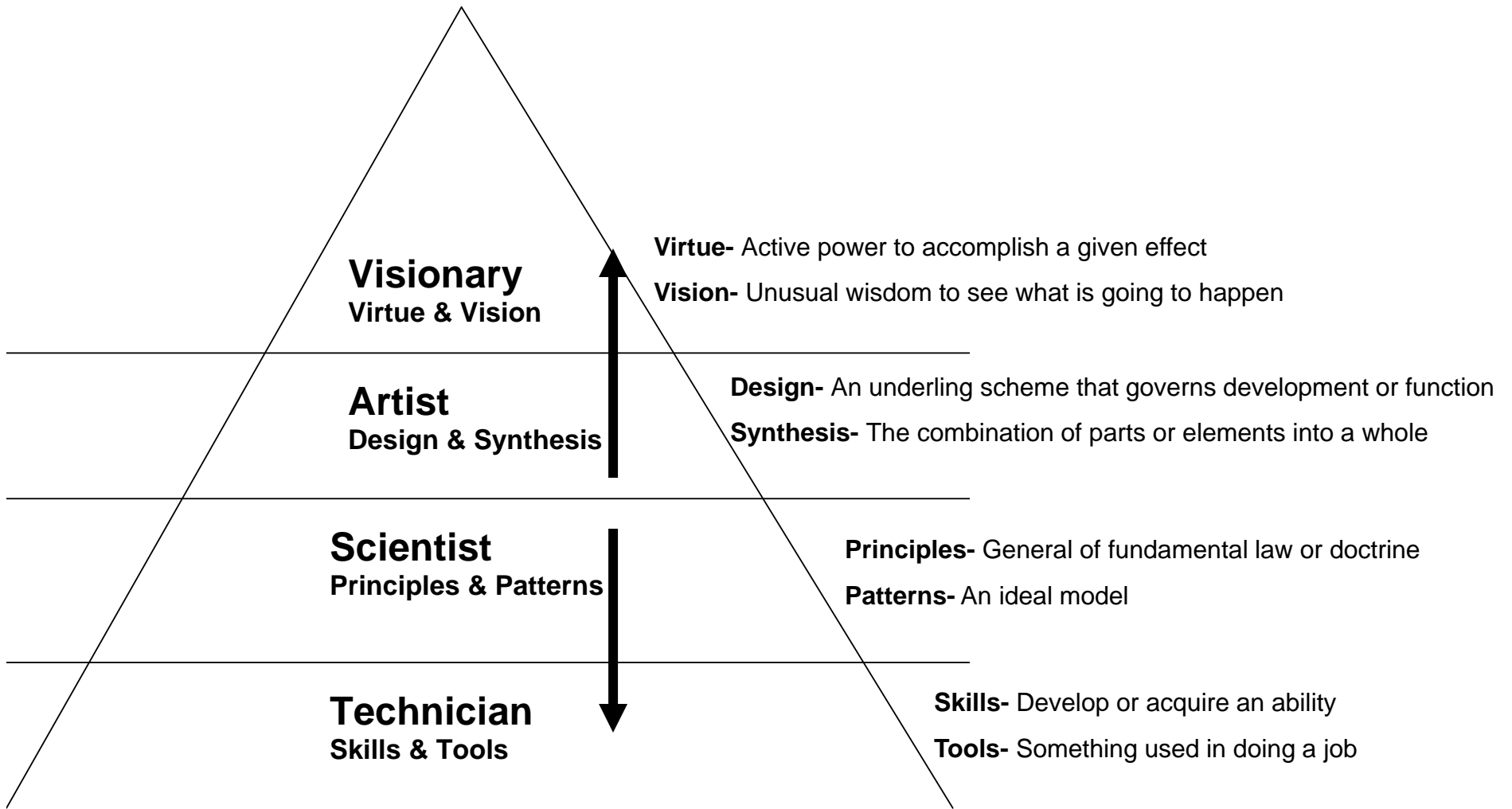


Stagecoach Supervision

As originally told by Craig Bott and retold by Shawn Warnke



Stagecoach Supervision



Stagecoach Supervision

Supervision Principles

- **Interpersonal Skills**
- **Communication Skills**
- **Organizational Skills**



Stagecoach Supervision

Interpersonal Skills

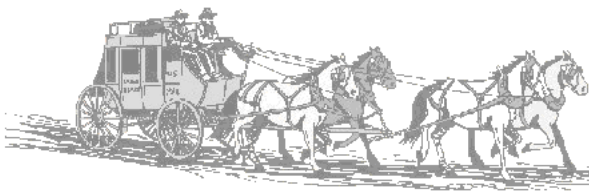


Stagecoach Supervision

Taking the Reins!



- **Know the tendencies of each team member- Holding the Reins**
- **Get team going in the right direction**



Stagecoach Supervision

Taking the Reins!

- **Tack- Gear for harnessing a horse**
- **Tact- Sense of touch**
- **Tact- A keen sense of what to do or say to keep good relations with others**



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Communication Skills



Stagecoach Supervision

Open Communication

- **Discuss issues facing the department**
- **Address rumors when appropriate**
- **Be a straight shooter**
- **Speak directly to the problem**



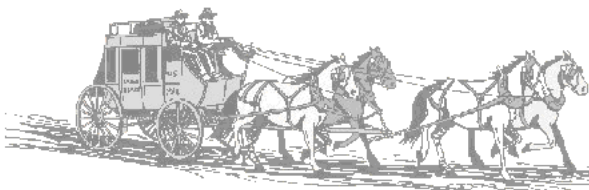
Stagecoach Supervision

Whoa!



Communication Principles & Skills

- Situations are what they are?
- Be quick to correct as needed?
- Develop a sense of timing?
- Do not attack the person but the problem?
- Be a straight shooter?



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Organizational Skills



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Giddy Up!

Organizational Principles & Skills



Let them Run

- Do you delegate?
- Do you allow for them to make mistakes?
- Do you give praise and credit to others?



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Vision!



Set your vision forward

- Are you sitting tall in the saddle?
- What are you seeing on the horizon?
- What does the third and fourth horse see?



Stagecoach Supervision

Vision!



Occasionally Glance backwards

- Organizing foresight but also corrective hindsight!

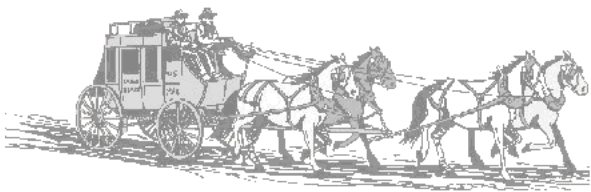


Stagecoach Supervision

Getting Stuck!



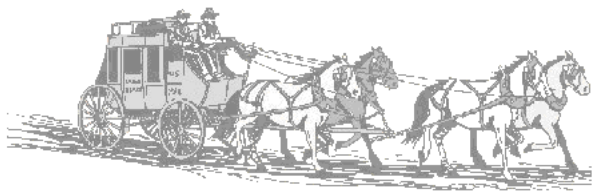
- **Getting stuck means you are trying to go somewhere:**
 - **Use your best judgment**



Stagecoach Supervision



Good Judgment

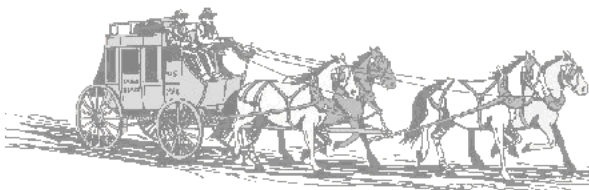


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Shotgun!



- **In difficult situations have someone ride shotgun with you**



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Do Not Crack the Whip!



- Do not get emotional
- Do not intimidate
 - Do not be overbearing
 - Do not get angry

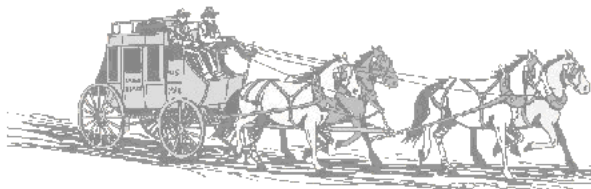


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Don't forget the coach!



- Seek lots of training



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Teams-ter!



- Remember to be a team player:
 - Department/Office Team
 - Administration Team
 - County Team



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The End



Questions and Comments



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