



**Challenges/Networking as Emerging Leaders
SERDI Inaugural Regional Leadership Development Conference**

Who Am I?



- Michelle Gilliam Jordan, FAICP - Top of Alabama Regional Council of Governments Executive Director
- Been in this role since June of 2019
 - I am also the Fourth Executive Director
 - I was an External Hire
- City Planner for 25 years
 - City of Huntsville Director of Planning
 - City of Decatur (AL) Director of Planning
 - City of Madison (AL) Director of Planning
- Wife and Mother

Professional and Personal Growth



- Seek Leadership Training
 - SERDI
 - NADO
- Seek Out Opportunities to Serve
- Take a Personality Test
- Invest in Professional Development Training
- Seek Out Mentors
- Network With Your Peers
- My Secret Weapon? I ALWAYS Try To Say Yes!!!
- YOU ARE WORTH IT!

Working With Challenges



- Staffing Issues - Recruitment and Retention
- Low Morale Among Staff
- Challenging Board Members
- Challenging Community Partners
- Funding Issues
- Agency Reputation Issues
- Building Issues...

"Never Let a Good Crisis Go To Waste" Anonymous

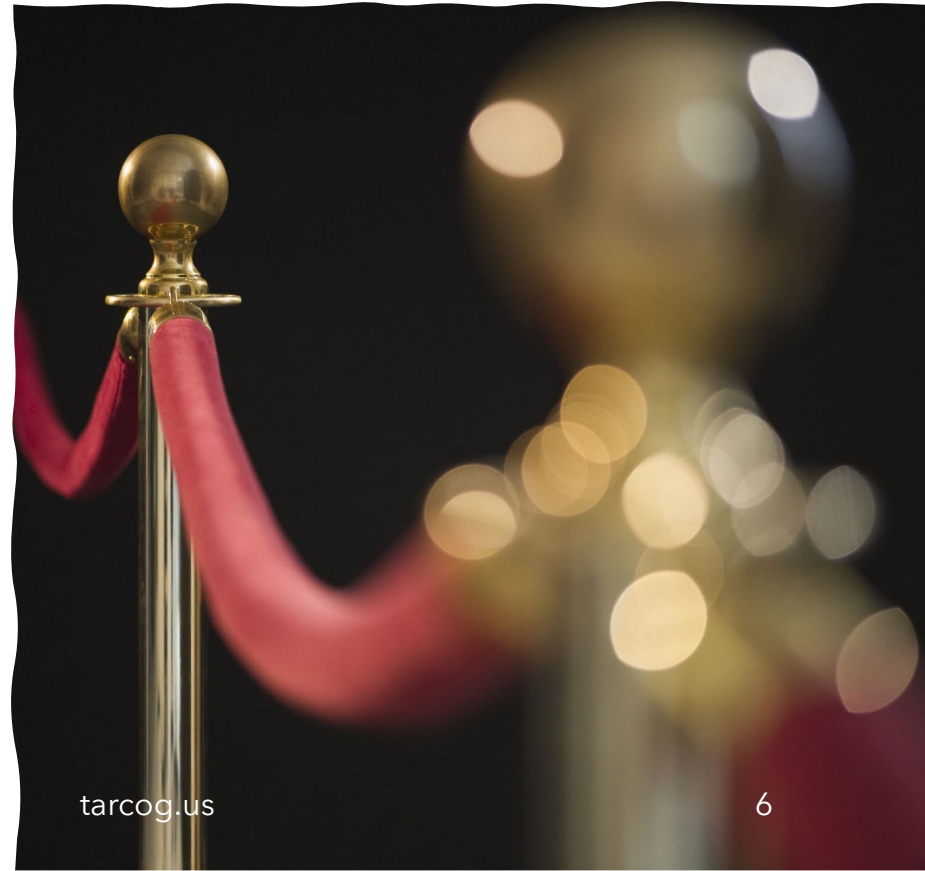
Challenging Personalities



- Communicate, Communicate, Communicate
 - Set Expectations
 - Discipline When Needed
 - Provide Support
- Be Willing to Face Conflict
- Provide a Psychologically Safe Work Environment
- Provide Professional Coaching for Challenging But Valuable Employees
- Be Willing to “Cut and Polish” Diamonds in the Rough
- Be Willing to Cut Ties - “Prune the Tree”

Examining Your Why?

- Money?
- Power?
- Fame?
- Share Your Talents?
- Help Your Agency Grow?
- Positively Impact Your Region?
- Improve Quality of Life of Your Citizens?



Questions?



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