

LEADERSHIP CONFERENCE – SESSION OUTLINE

MEASURE WHAT YOU TREASURE

SESSION DESCRIPTION (25 words):

To be Professional, we need to be measuring those “*Indicators*” that apply directly to our annual goals. Come learn how to Measure what you Treasure!

SESSION DESCRIPTION (45 words):

To be Professional, we cannot just “*Hope*” that we are on the right track. Rather, we need to measure those “*Indicators*” that apply directly to our annual goals. Too often, we measure and track the wrong things. Come learn how to Measure what you Treasure!

SESSION DESCRIPTION (Full Text):

To be professional, we cannot just “*Hope*” we are we are on the right track. Rather, we need to identify the “*Indicators*” that show we are truly heading in the right direction. We will do this by measuring those elements of success that apply directly to our annual goals: For ourselves, For our staff, and For our organizations. Too often we are measuring and tracking the wrong things. Come learn how to Measure what you Treasure!

SESSION TARGET MARKET: Supervisors, Young Professionals

Speaker’s Name: Mark Honberger

Total Length: 1.25 hour session

SESSION LEARNING OBJECTIVES: Participants will:

- 1) Measuring Your SELF - - Analyze how to Journal & Set up personal Performance Measures.
- 2) Measuring Your STAFF - - Investigate how to apply Professional Competencies for your staff.
- 3) Measuring Your ORGANIZATION - - Determine how to track Performance Measures for your Organization that tells the story of why you are “Essential.”



SESSION NEEDS IDENTIFICATION: The “Self-Leadership” Session Series is designed to help new staff to be better Professionals. To be professional, we cannot just “*Hope*” we are we are on the right track. Rather, we need to identify the “*Indicators*” that show we are truly heading in the right direction. We will do this by measuring those elements of success that apply directly to our annual goals: For ourselves, For our staff, and For our organizations. Too often we are measuring and tracking the wrong things. Come learn how to Measure what you Treasure!

MARK’S EXPERIENCE PRESENTING EDUCATION SESSIONS: Mark loves speaking with Park and Recreation Associations and sharing what he has learned from over 30 years as an entrepreneur in the profession. In the last 6 years, he has delivered over 50 Educational Sessions (plus several Keynote Addresses) for Recreation Conferences across the country. To see the full list of speaking engagements, with references, go to: <https://remarkablerecreationsolutions.com/client-list-speaking->. Additionally, Mark has conducted numerous Team Building sessions for parks and recreation agencies.

MARK’S EXPERIENCE WITH THIS SUBJECT MATTER: Throughout his 30+ years in the Parks and Recreation Profession, Mark Honberger has overseen dozens of staff, both full-time and part-time, as well as volunteers. Sometimes as many as 100 part-timers, with: lifeguards, afterschool programs, and large special events staff. Through the years, he has studied the idea of BEING A BETTER PROFESSIONAL, and has had the opportunity to put these methods and theories into practice to see what works and what doesn’t. He has even had the chance to develop a few of his own methods. As an agency Supervisor and Director, Mark considers his most vital role as being a COACH to his staff, helping them to be a better Professionals. Mark will bring his experiences to this session.

SESSION OUTLINE

Introduction of Speaker (2 Minutes)

Introduction of Topic (5 Minutes)

- A) Attention Grabber: Bring out the importance of being great at Leading Yourself. Ask Audience to raise hand to share a reason why they think it is important to be a Better Professional. Reward those who answer with a sweet treat.
- Your professionalism will rub off on others, making a stronger organization.
 - A good self-leader will get promoted more quickly, more often.
 - Having your personal “Stuff” in order, leads to having your work “Stuff” in order.
- B) NEEDS IDENTIFICATION: Discuss the need for this topic and this session. (from above)

Cover Learning Objectives (3 Minutes)



PRESENTATION OF TOPIC SPECIFICS

So often we are Measuring the Wrong Thing (10 Minutes)

- A) Example: Hot/Cold = We measure heat, not cold.
 - a. Heat is measured in Thermal Units (degrees)
 - b. "Cold" is simply a word we give to "low heat"
 - c. We do not measure Cold!
 - d. See Also: Light/Dark (Measure Lumens)
 - e. See Also: Loud/Quiet (Measure Decibels)
- B) Example: Real 100 bill vs counterfeit = We study the thing, not the non-thing
- C) Example = In Athletics, we train on specific skills that are needed to achieve success in the sport
- D) Turn It In = Goal Specific Activity vs Wandering (or distracted activity)
- E) Turn It In = Mission related tasks vs busy work
- F) Measure What You Treasure = "Inspect what you Expect"

Measuring Your SELF (Personal) (10 Minutes)

- A) How to Journal
- B) How to set up your own personal Performance Measures.

Measuring Your SELF (Professional) (10 Minutes)

- A) How to utilize professional competencies for your self
- B) Understanding: Outputs vs Outcomes

Measuring Your STAFF (10 Minutes)

- A) Investigate how to properly apply Professional Competencies for your staff.
- B) Understand: Outputs vs Outcomes
- C) Understand: Goals vs Objectives
- D) Understand: Coaching and Evaluation

Measuring Your ORGANIZATION (10 Minutes)

- A) Tracking Performance Measures for your Organization
 - a. Tell the story of why you are "Essential".
- B) Understand: Performance Measures
- C) Understand: Outputs vs Outcomes

QUESTION AND ANSWERS (15 Minutes)