You got the Job...Now What?

Dustin Claussen, City of Hayward Director of Finance
Setting yourself up for Success

- Career has prepared you for this time, draw on that experience
- Find Support
- Surround yourself with people smarter than you
- Be radically transparent
- It's OK to be wrong, BUT fix it (ASAP!!!)
- "I don't know" is better than being wrong as long as you find out
The “Do’s”

Do:

- Lead & Be bold
  - You are the one for the job, you were hired to lead
- Knowledge is Power. Share it and empower
- Fix things if they’re broken “Because we’ve always done it that way…” has to go
- Be Humble
- Collaborate
- LISTEN!!!
The “Do’s” continued...

Do:
- Let go of status quo
- Don’t accept low bars
- Under Promise, Over Deliver
- Be loyal
- Say No
  - You weren’t hired to rubber stamp
  - It’s your responsibility!
- Share resources, it’s contagious!
The “Don’t’s”

Don’t:

- Accept poor behavior
- Get pushed around
- Perpetuate poor results
  - Accentuate your strengths
  - Find counter-balances to offset your weaknesses
- Be threatened by smart people!
- Take on more than you can handle
- Hoard information
- Crack Under Pressure
Words to live by...

- Don’t try to be someone your not.
- Surround yourself with people smarter than you!
- Being a leader is not always easy or fun.
- Be consistent.
- Perfection can not be reasonably expected.
- You can’t please everyone.
- It's OK to be different.