The National Institute of Corrections’ Leadership Webinar Series

The Leader’s Dilemma: How to Balance Two Important Needs

January 19, 2023 | 1:00-2:00 EST

Ed Sherman, Psy.D. Presenter

Belinda Stewart Host
The Leader's Dilemma:
How to Balance Two Important Needs
Ed Sherman, Psy.D.
Sherman Consulting
What type of agency do you work for?

a. Federal
b. State
c. Local
d. Other
LEADERSHIP

Think of your best boss
Which characteristics do you value most in a boss?

a. Collaboration
b. Consistency
c. Communication
d. Integrity/trust
1. Create a workplace culture in which employees can communicate safely
2. Convey concern and seek to be of assistance
3. Have resources available in advance
4. Periodically check in with employees who share concerns… and those who don’t
5. Clarify and reestablish work performance expectations in light of circumstances.
• State job expectations at the outset of hiring or a new assignment

• Provide training and assistance to perform the required duties

• Provide constructive feedback on a periodic basis

• Offer assistance and remedial training if and when needed

• Troubleshoot ongoing performance problems if they persist

• Maintain ongoing dialogue and interaction with employees

• Take disciplinary action if dictated by circumstances
Performance evaluation should be a continuous process
What type of situations do bosses usually dislike dealing with the most?

a. Deadlines to get things done
b. Excessive paperwork
c. New polices/procedures
d. People problems
PEOPLE PROBLEMS!
1. Insufficient training
2. Dislike of conflict
Habit 5

Seek first to understand, then to be understood.
1. LISTEN
Who was your best boss?

Why?
Contact Information

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Leadership Series
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Wednesday, February 22, 2023
Leadership Mentoring: Successful Succession Planning

Wednesday, March 29, 2023
Dealing with Challenging Staff Members