

So You're a New TM *Congratulations!*

- Things have just changed

- Style
 - Pick your own, be yourself
 - Don't just follow your predecessor (even though there will be comparisons)
 - Think about it. What did you see that you liked/disliked?

- Don't try to do it all yourself (but you'll try)
 - You can't be as technically involved as you were
 - Delegate, try it.

- Two aspects to the job:
 - The work
 - The marketing
 - Includes status reports

Style and Expectations (some thoughts in no particular order)

Values and Expectations

1. Perform as a team
 - help each other
 - talk with each other before escalating
 - escalate when need to
2. Meet commitments
 - to each other
 - to others
 - all commitments - phone calls to deliverables
 - no surprises
 - inform in advance
 - this includes meeting budgets
3. Be positive
 - how do we, not why we can't
 - don't place blame - assess impact and work recovery
 - however, don't fool ourselves

Style

- We're in this together - I succeed only when you succeed
- I will ask questions
- I will talk to staff (not hierarchical) but will always let you know if I ask for something
- I respect home/work boundaries and priorities
- Work should be fun but I'm not good at initiating activities, help is appreciated
- I don't pound on tables
 - But I do expect what I say to be followed up unless you say something
- I'm an eater not a diner

Weaknesses

- From past upward feedback:
 - I'm cheap but I'm working on it. Ask.
 - I don't always say when my mind is made up. Ask.
 - I support my peers too much
- Email doesn't work for fast responses.

WJK Meetings

Staff Meetings

- weekly
- delegates

1-1's

- Bi-weekly
- delegates
- if canceled
- 'alarm clock' function

Staff Meeting Agenda

1. Calendar
2. WJS staff meeting
3. Things to communicate
4. Enjoying the journey
5. Your Items
6. Rumors