



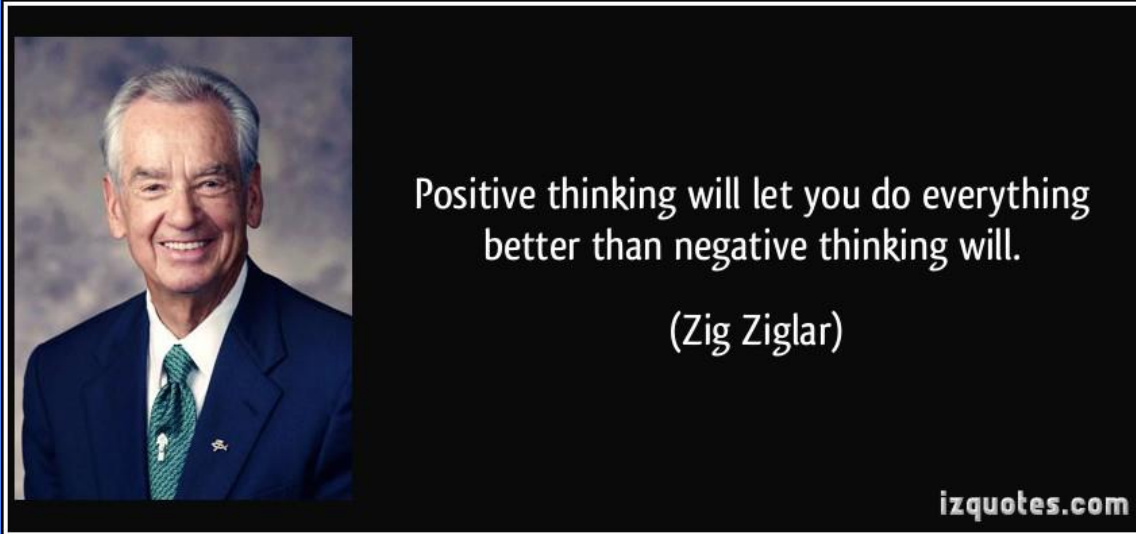
Building Relationships and Trust between the District Administrator, Business Manager and Facility Manager

Former St. Francis School District Superintendent and Senior Business Consultant for SitelogIQ-Blake Peuse

Greendale School District Director of Business Services-Jonathan Mitchell

East Troy Community School District- Director of Buildings and Grounds-Andy Daniels

“Attitude Makes All the Change” Video - Beginning to 2:05

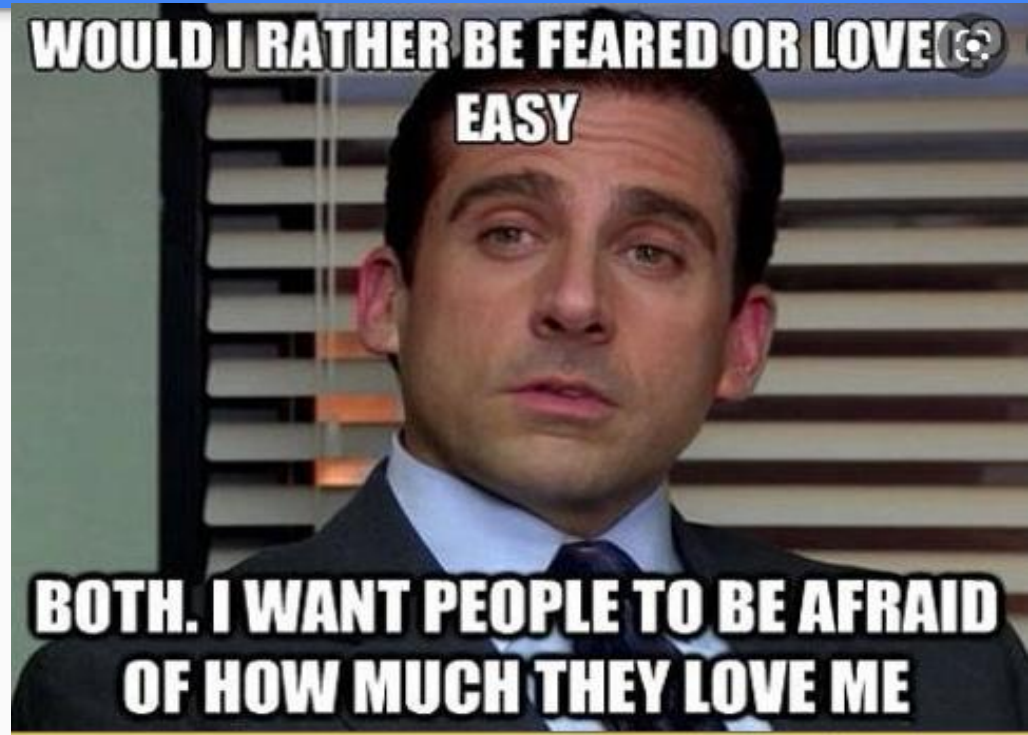


Relationships- Discussion w/ Group

What does it take to have a great relationship with this type of team?

Is it something that anyone can have?

Or is it the fact that the right people just happen to come together?



Trust- Discussion w/ Group

Is it gained? Is it automatic and intended to be kept? Somewhere in the middle?

It is about building up a bank of trust and making withdrawals and deposits.

Is it conditional?

Trust vs Unwanted Outcomes.

Book Speed of Trust- Stephen M.R. Covey



Expectations - District Administrators/ Business Manager



- Honesty
- Trust
- Integrity
- Organizationally Focused
- Continuous Learner (Mirror)
- Innovative (Willing to Take Risks)
- Feedback Focused
- Humble

Expectations - District Administrators/ Facility Manager



- **Respect for the Role**
- **High Quality Service**
- **Honesty**
- **Trustworthy**
- **Positive**
- **Continuous Learner/Improvement**
- **Systems Based (Long and Short-term)**
- **Humble**

Expectations- Business Manager/District Administrator



Business Managers Expectations/ District Administrator

- Goals / Priorities
- Support of Decisions Made
- Champion of Key Projects

Expectations- Business Manager/District Administrator



Business Managers Expectations/Facility Manager

- Functioning of their own department. (Management)
- Proactive Planning
- Leadership

Expectations- Facility Manager-DA/BM



Facility Managers Expectations/District Administrator

- Recognizes the impact of the facilities on education
- Recognizes importance of the facilities team
- Encouragement professionally
- Clarity of roles
- Trust and ownership in the decision making and implementation process

Facility Managers Expectations/Business Manager

- Opportunity and encouragement for professional growth
- Budget clarity and support
- Trust and ownership in the decision making and implementation process
- Support when necessary
- Inclusion in process development where related to role

5 Minute Tabletop Exercise

Discuss as a group about challenge you currently have with your team.

Group of 4

Listen to your group and pick one challenge to share.

What is the challenge?

What strategies might help?

Will this resolve the issue?

Will this help the relationship?

Strategies to Build a Dynamic Relationship and Earn or Keep Trust

Open and Honest Communication

Candid conversations (care deeply...build this through emotional deposits, challenge directly)

Regular check-ins or more often as needed- Face to face- in person conversations

Each department asks tough questions for the betterment of the organization and this is understood

Be a good listener and a part of the solution and not the problem.



Strategies to Build a Dynamic Relationship and Earn or Keep Trust

Set norms for how we treat one another, Walk Your Talk

Trustworthy

Positive- Support and cheerlead your team

Fully committed-Be boundaryless to ongoing greatness that increases our



Strategies to Build a Dynamic Relationship and Earn or Keep Trust

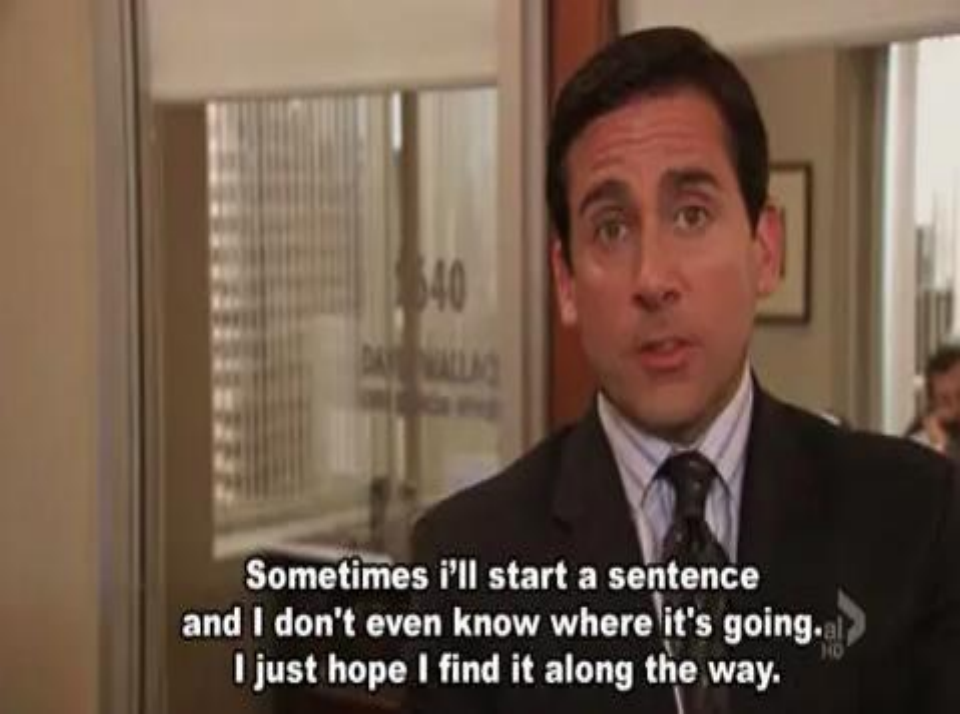
Shared responsibility

Clarify expectations of each party

Own your mistakes and be supportive of your team when they make them

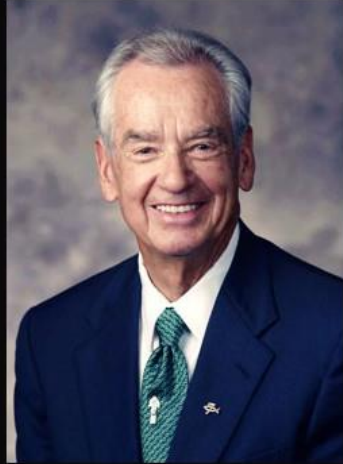
Facts over opinion

Supportive 24/7

A still from the movie 'The Intern' showing Steve Jobs in a hallway. He is wearing a dark suit and tie, looking slightly to the right with a thoughtful expression. The background shows a glass door with the number '640' and some text.

Sometimes i'll start a sentence
and I don't even know where it's going.
I just hope I find it along the way.

“Prime the Pump” Video



Positive thinking will let you do everything
better than negative thinking will.

(Zig Ziglar)

izquotes.com

Final exercise

Pull out your cell phones.

Text someone- specifically your DA and/or BM or anyone that supported you attending the Midwest Facility Masters Conference today.

Questions or more sharing!

Thank you for attending this presentation. We appreciate you joining us.

Please provide feedback via the survey.

We feel this presentation has a lot of potential so any positive feedback or constructive criticism will help us make it better.

