Trust, Delegate, Thrive

MANAGEMENT ASSISTANCE TEAM

ASSOCIATION of FISH & WILDLIFE AGENCIES

Funded By;

WILDLIFE & SPORT FISH RESTORATION

A Conservation Leader's Guide to Team Success

Tabbi Kinion

tabbi@tabbikinion.com

linkedin.com/in/tabbikinion

Today's Webinar

- Trust
- Acknowledge
- Delegate
- In Action!

TabbiKinion.com/page/afwa

Trust
Delegate
THRIVE
Acknowledge
A CONSERVATION LEADER'S GUIDE TO TEAM SUCCESS

- Productivity
- Innovation
- Resilience
- Commitment

- Communicate openly and transparently
- Keep your promises
- Be reliable
- Listen to understand
- Show empathy and compassion
- Respect ourselves and others
- Offer forgiveness and understanding
- Be consistent
- Maintain a positive outlook
- Be yourself

When Trust is Broken...

1. Take some time before responding.
2. Stay curious longer.
3. Have the conversation.
4. Set clear expectations.
5. Provide a path forward.
6. Learn and adapt.

Vs

Recognition

Everyday Hero

Person's Value

"You Matter!"

Anytime, anywhere

Saying Hello, Thank You Notes, Compliments, Flexibility, Acknowledgment of Strengths, Treats, Time with You

Special Occasions

Achievements or Milestones

"You Did It!"

Tied to event or time

Awards, Certificates, Raises, New Responsibilities, Public Acclaim in Newsletters or in Meetings, Gifts

CAUTION

Not everyone wants to be acknowledged in the same way!

Acknowledgment Tracker
Google Sheet

Also at tabbikinion.com/page/afwa

MADE simple

- Connect regularly
- Balance feedback
- Support career development
- Offer earned flexibility
- Be Consistent

Recognition MADE practical

1. Know your audience
2. Keep it timely
3. Be specific
4. Link to the big picture
5. Lead by example

DELEGATION

- Identify What to Delegate
- Choose the right person
- Set clear expectations
- Provide resources
- Empower autonomy
- Check-in strategically
- Celebrate

TRUST
APPRECIATION
RECOGNITION
DELEGATION
D