
Something to Think About...



In an article in the November 2014 issue of *ASBO Connects*, fellow ASBO member, Sherry Ramsey-Downen, gave us “*Tips for a Newbie*”.

In Sherrys article, she summarized her guidelines as:

- 1) Learn first, suggest change later;
- 2) Ask questions; and
- 3) Utilize the resources available [to you].

Listen and learn was the main theme I took away from Sherry’s article. As I read and digested those insightful guidelines, I wondered if they applied to veteran workers as well. Should we veterans think like a rookie? What could we possibly learn from folks who have only been with our organizations one year or so? As veteran administrators what we should learn from the “newbies” is to continue to “think fresh” and continue to learn.

Is your knowledge base current? Is it as current as the newbie’s? Do you still answer questions about your organization the same way you did 5, 7 or even 10 years ago? Your workplace, regardless of where you work, is different now than when you started working there. There may be a different immediate supervisor, different organizational leadership, more staff, less staff, better staff, worse staff, etc. Therefore, the way you respond to situations should be different as well. If you’re still responding the way you did years ago, perhaps you need to consider the advice from Sherry’s original article and “Learn first, suggest change later.” Take the time to re-look at your environment and re-learn it so you can successfully adapt and stay fresh with your own approach to situational issues.

How can you stay fresh? Get in touch with the “up and comers”. The “Good Old Boy” network is valuable and certainly has benefits, but don’t discount what you can learn from the “newbies.” Your veteran colleagues have the value of experience and years of professional development and are therefore an exceptional source for advice, but don’t discount the rookies as a source to learn from. Rookies are typically anxious to continue to learn their assignment and their role. Veterans can do the same, and continue to be innovative in their approach and relevant to their organizations.

So this week spend some time with some of your newer employees and soak up their energy. You’ll learn a bit, and they’ll be inspired by your leadership.

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