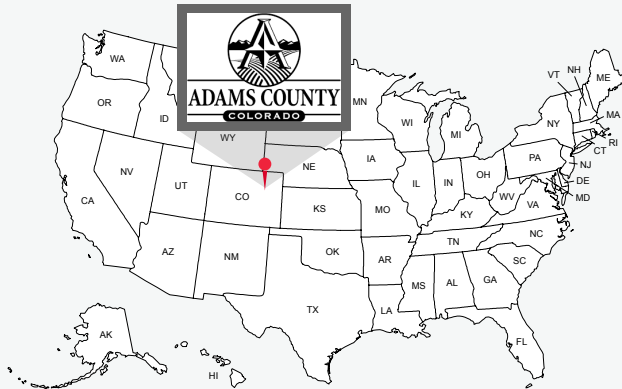


ADAMS COUNTY RENEWS FOCUS AND COMMITMENT TO COMMUNITY

OVERVIEW

Adams County in Colorado is led by a dedicated Board of Commissioners with the key priority of improving quality of life for their residents. They oversee plans for the advancement of transportation, economic development, housing, public works, outdoor recreation, and more.



CHALLENGE

HOW TO REDISCOVER AND RE-ENGAGE IN A POST-PANDEMIC WORLD

It's obvious the pandemic proved to be a challenge for everyone. The leaders of Adams County were no exception. This team found themselves saying "yes" to everything. They filled their days with low-value distractions and endless meetings that destroyed their ability to achieve their most important post-pandemic goals, such as providing more comprehensive public health offerings and better environmental services.

Katie McDougal, Director of Human Services with Adams County, invited Michael Brody-Waite to a one-day retreat to help their leaders make a commitment to authenticity.



ADAMS COUNTY *TO-DO LIST*

- ✓ **SAY NO TO THE RIGHT THINGS**
No more unproductive meetings and tasks.
- ✓ **EMPOWER LEADERS**
Instill a new communication framework to help employees reclaim time.
- ✓ **ALIGN IDEAS AND STRATEGY**
Have conversations that solve more community issues in less time.

SOLUTION

ADAMS COUNTY LEADERS APPLIED THE THREE PRINCIPLES TO CREATE CHANGE:

1 RIGOROUS AUTHENTICITY

The team designated a monthly meeting to come together and talk openly about what they had said no to and how they are being more authentic at work to inspire one another.

2 SURRENDER THE OUTCOME

The team went on to have one-on-ones that helped leaders work through outcomes while positively impacting communication.

3 DO UNCOMFORTABLE WORK

The team created a clearer focus and prioritized their commitment to Saying No to unproductive tasks.

RESULTS

"The difference was noticed immediately and we are now aligned with the core vision and mission and what we want to achieve together."



Katie McDougal
DIRECTOR OF ADAMS COUNTY
DEPARTMENT OF HUMAN SERVICES

**4 PEOPLE
SAVED**

from unnecessary
hour-long meetings
each week.

Leaders meet

monthly to reinforce
what they've learned,
fostering a positive and
open culture.

Gained a committee
that applies The Three
Principles for **maximum
collaboration** between
the community and staff.

**200+
HOURS**

reallocated to
better serve staff
and constituents.

HAS YOUR LEADERSHIP *LOST ITS FOCUS?*

Apply the time-saving principles of Addictive Leadership to energize your team, elevate performance, and save your company thousands.

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