



# Transitional Leadership

Addie Weaver  
Ryan Davis



OHIO PARKS AND RECREATION ASSOCIATION

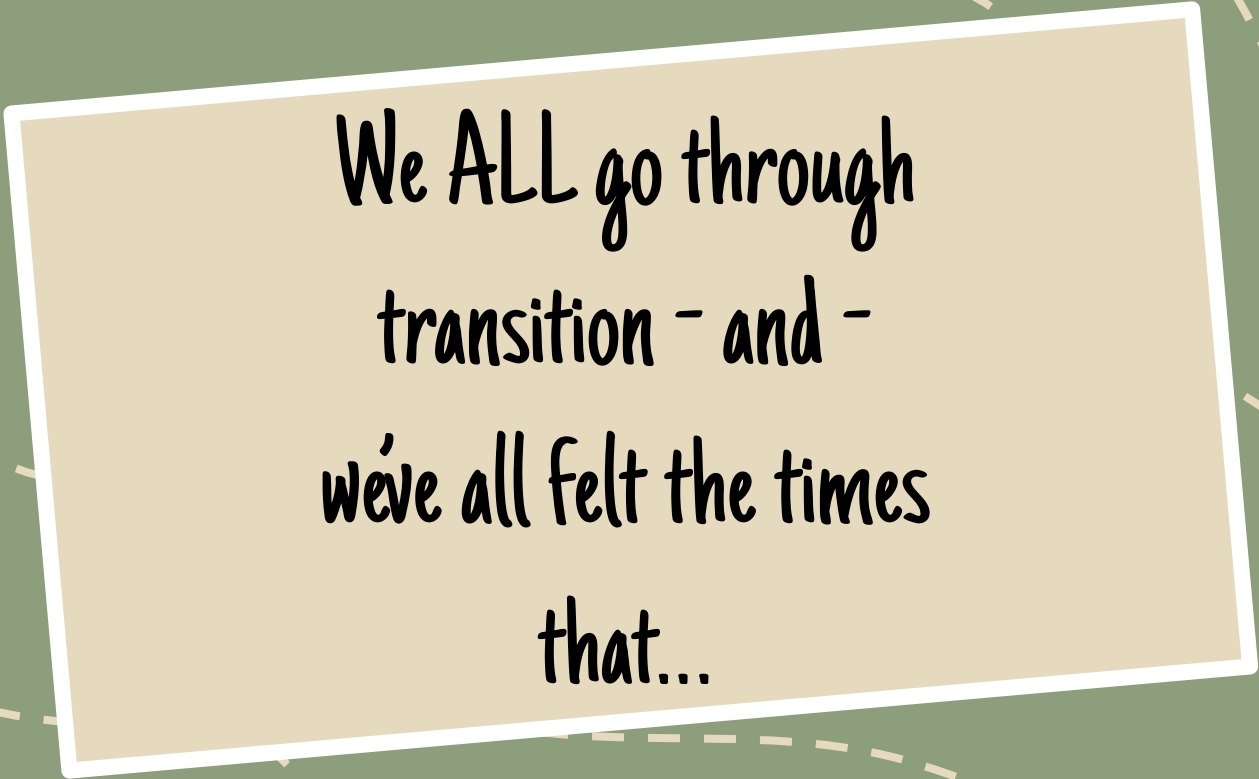
# WHAT ARE WE DOING?

Transitional Leadership =  
Leading YOURSELF to, within AND  
through transition.

Leading others THROUGH CHANGE -  
that's another topic for another day!







We ALL go through  
transition - and -  
we've all felt the times  
that...

# Feeling the Burn... OUT



## HOURLY WAGE

Working more than you should -  
not worth it anymore



## SUNDAY NIGHT

Every night feels like Sunday night

## CHECKING OUT



Less and less concerns you

## LITTLE NOTHINGS



Little things add up

# The Hamster Wheel

How will you  
know when to  
make a move?



IMPACT < NEED



Status Quo

**Your accomplishments are leveling out:**

- You perceive your impact is less than the opportunities for more.



It doesn't matter WHEN we start



It doesn't matter WHERE we start



All that matters is that WE START

-Simon Sinek



# WHO ARE WE?

## TRANSITIONAL LEADERSHIP

*Preparing for the next step and making moves for growth*



**RYAN DAVIS, CPRP**  
DIRECTOR  
MIAMISBURG PARKS & RECREATION



**ADDIE WEAVER, CPRP**  
SR. RECREATION SUPERVISOR  
WASHINGTON TOWNSHIP RECplex

# GOALS OF TODAY:

We hope to help you navigate

## PREPARING

How to get ready  
for the next  
opportunity.

## DECIDING

How will you  
know when to  
make a move?

## LEAPING

Making the  
move - landing  
on your feet

# WHO ARE YOU, PROFESSIONALLY?

Often there are 3 types of people in an agency:



## LIFESAVER

Agent of change and enjoys 'fixing' things. Often the person who shakes things up.



## PASSENGER

Perfectly comfortable staying the course, following the plan and helping to get there.



## HISTORIAN

Stable and constant, likes to be the person who "remembers when" for your agency.

Go to [www.menti.com](https://www.menti.com) and use the code 5750 9297

Mentimeter

# Instructions

Go to

**[www.menti.com](https://www.menti.com)**

Enter the code

**5750 9297**



Or use QR code



# THE GOOD AND THE BAD

	PERCEPTION	REALITY
LIFESAVER	All over the place, indecisive	Loves brainstorming, creative problem solving
PASSENGER	Checked out, not committed	Stays the course, works towards goals
HISTORIAN	Doesn't like change	Value consistency and lessons based past experiences



# Filling in the gaps

Assume and make up  
stories about other people

Brene Brown



Who we are and how we approach  
transition matters

WHY ARE YOU HERE?

today is not helping others through  
transition, its focused on helping you  
transition, so you can best serve others

THIS IS A MAP



Doing your thing

Something Happens  
Something is Happening

Assess & Prepare

Make a choice

Grow through  
your decision





Something happens  
Something is Happening



Make a choice

assess & prepare

Grow through  
your decision

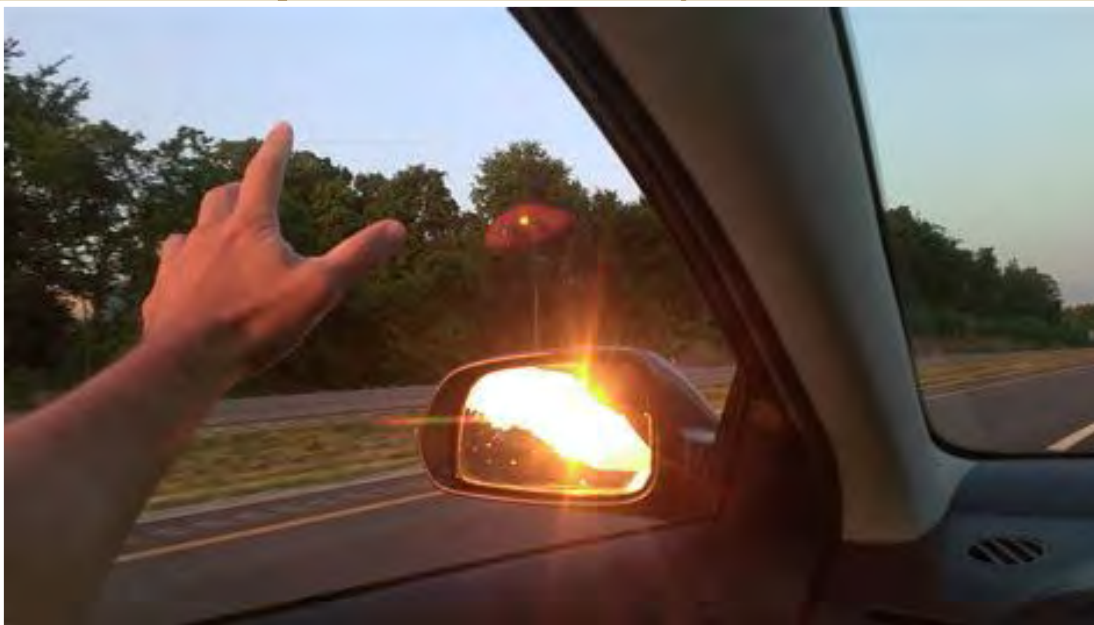
FOCUS  
ON  
YOU

so that



you can serve others





# Formula for success in going about doing your thing

Remember, in order to get the next job you first have to do the job you have

Do it so well...you become invaluable

Do it so well...they have to reward you with more responsibility

Do it so well...other people come looking for you

Do it so well...the team rallies around you

Doing your thing



Something Happens  
Something is Happening

assess & prepare

THIS IS A MAP



Make a choice

Grow through  
your decision

Something is happening

Significant situation vs. slow burn

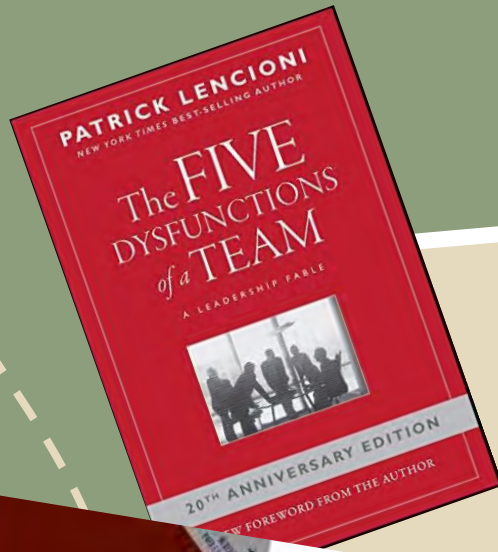




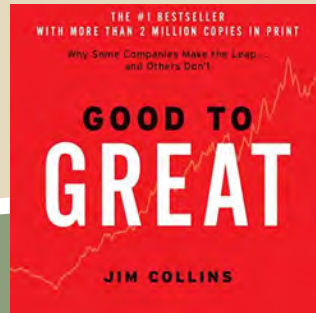
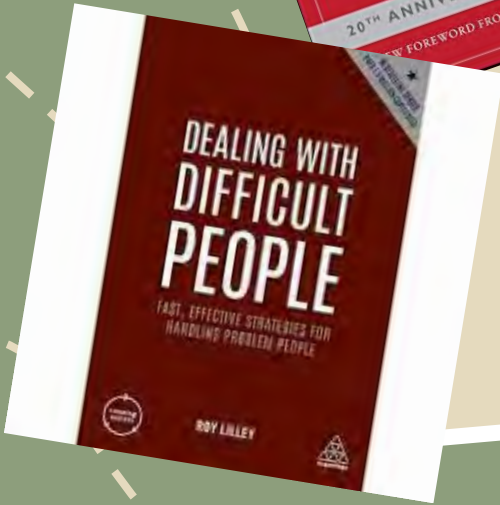
Something is happening

Feeling stuck vs. feeling inspired





Chaos =  
Growth Opportunity



# You can see your happiness

## DREAM JOB

You can make an impact, you have the skills they need to make it better!

## PATH CLEARS

A connection or a recruiter reaches out and peaks your interest.



# BREAKOUT

What is a moment when something happened or something happens?

What did you do - how did you react?

THIS IS A MAP



Doing your thing

Something Happens

Something is Happening



Grow through  
your decision

# NEVER STOP LEARNING



OPRA and NRPA

Connect, volunteer, utilize  
resources

CERTIFICATIONS



Add to your acronyms

DIVE IN



Read, listen, learn, present



Do you believe we are in a meritocracy?

You can go straight to the top  
All you have to do is:

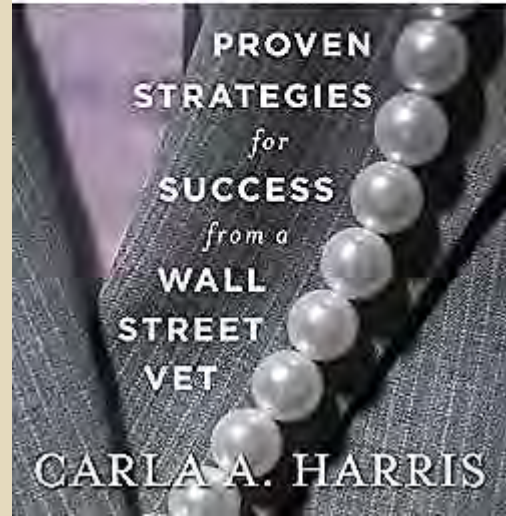
Work Hard

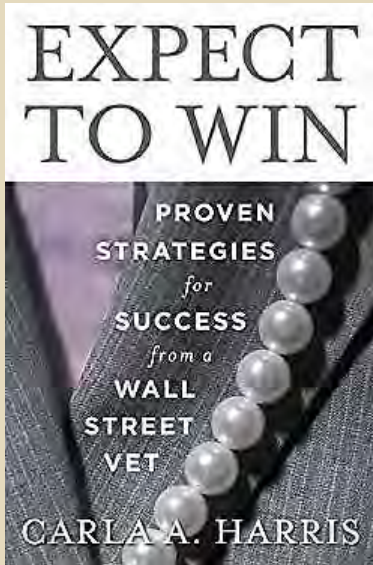
Be Smart



Maximized  
Success

EXPECT  
TO WIN





To maximize success you need

A Mentor

A Sponsor

Someone who is carrying your paper, telling  
your story, when you're not in the room

Ability to take risks  
(sometimes)



Over prepare, then  
go with the flow.

Regina Brett

# The Story I Tell Myself

HOW SELF NARRATIVES  
DEFINE OUR IDENTITY,  
HOLD US BACK AND HOW  
WE CAN CHANGE THEM

Peter Ash





**E****Extroverts**

are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.

**I****Introverts**

often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.

**T****Thinkers**

tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.

**F****Feelers**

tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.

**S****Sensors**

are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.

**N****Intuitives**

prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.

**J****Judgers**

tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.

**P****Perceivers**

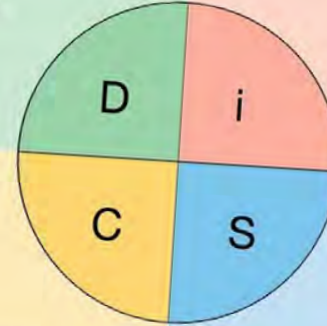
prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

**DOMINANCE**

- Direct
- Results-oriented
- Firm
- Strong-willed
- Forceful

**CONSCIENTIOUSNESS**

- Analytical
- Reserved
- Precise
- Private
- Systematic

**INFLUENCE**

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

**STEADINESS****ASTROLOGICAL TRAITS IN THE WORKPLACE**

THIS IS A MAP



Doing your thing

Something Happens  
Something is Happening

assess & prepare

Make a choice

Grow through  
your decision

**"Be like the buffalo"**



© Janet Ferraro



**"don't be  
a cow"**



# Breakout

How do you weather the storms?

Have you ever been a buffalo?

Have you ever been a cow?

What did you learn?

THIS IS A MAP



Doing your thing

Something Happens  
Something is Happening

assess & prepare

Make a choice

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your decision

SHOULD  
I STAY  
OR  
SHOULD  
I GO?

But what if...



DECIDING

Time to stay



A photograph of three small green seedlings with red seed coats emerging from a mound of dark brown soil. Two speech bubbles are overlaid on the image. The background is a soft-focus green.

**LET'S  
TALK**

**MENTAL  
HEALTH**

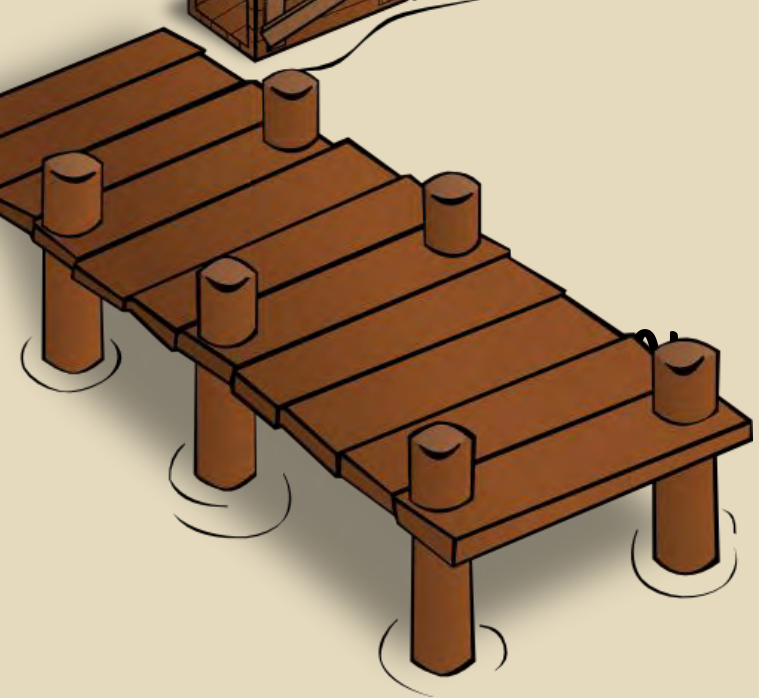


DECIDING

Time to go







# EASY TRANSITIONING

01

STEP INTO THE BOAT  
DON'T JUMP IN THE WATER

"Pull the boat up to the dock and  
step in" if you can

02

GRAB A LIFE-JACKET

A little safety net is never a  
bad thing

03

LEARN TO SWIM

Get comfortable being  
uncomfortable



# DO YOUR RESEARCH



**FIND SOMEONE WHO WORKS THERE**

**FIND SOMEONE WHO KNOWS  
SOMEONE WHO WORKS THERE**

**FIND SOMEONE WHO KNOWS SOMEONE  
WHO KNOWS SOMEONE WHO WORKS THERE**



**ADDIE WEAVER, CPRP**  
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# Go check it out

Get the “real world” tour, not the prettied up  
version they show you during the interview



# A \$5 COFFEE COULD SAVE YOU 5 YEARS OF A BAD DECISION





LEAPING

Making the  
move - landing  
on your feet






# STARTING FRESH - CLEAN SLATE

LANDING

Moving in





**“Show up and do  
what you say your  
going to do.”**

—DIRK RICHWINE

THIS IS A MAP



Doing your thing

Something Happens

Something is Happening

assess & prepare

Make a decision

Grow through  
your decision

**FAIL**

VS.





YOU DON'T KNOW WHAT YOU DON'T KNOW  
**UNTIL YOU LEARN**

The background is a solid olive green color. It features several hand-drawn, dashed white spiral patterns. One spiral is in the top left, another in the top right, a larger one in the bottom left, and a smaller one in the bottom right. The text is centered in the middle of the image.

# MORALE OF THE STORY

# Regardless of where you are...



LISTEN & LEARN

Listen and learn to yourself.

BE CAREFUL



Find people outside of your work to problem solve with - lonely at the top.

CONNECT



Be vulnerable - be you and allow yourself to be all in.





*be you.  
do you.  
for you.*

so you can serve those who NEED YOU to  
be the best version of... YOU



# Transitional — — — — — Leadership

Addie Weaver  
Ryan Davis