

Max's Secrets to City Management

1. Anchor yourself to your belief system, then work hard.
2. Work on building a reputation of trust.
3. The sum of the parts is greater than the genius of the one.
4. Be firm, but fair- maintain your integrity - it's your best defense.
5. Consistency in sticking by the right position is better than to please by waffling, but make sure your position is right
6. The right selection of employees is more important than the best set of personnel policies & procedures.
7. Be generous in negotiating solutions with citizens if you can expedite projects and processes. Resolve conflicts rapidly – do not let them fester.
8. Pay attention to the details/keep your eyes open.
9. Insist on having frank performance evaluations with your Mayor, Council and employees.
10. Keep control of the budget. Know where you are at all times.