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Subject: RE: Class Review and Assignment
Date: February 23, 2017 at 9:02 PM
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Good evening-

I apologize for the tardiness of reply. Please see our summarization below:

One of the areas that stuck out for all involved in our group was the backstory of Director Martin. Having experience, and managerial experience, outside of the field presented a side and perspective of him that we do not often see. The influence that he presented from that early role was referenced within multiple examples that he gave, as often early managerial experiences do. One would have to think that he is very strong in Relationship Building and Strategy. To be held over in his position through two different administrations in the state, while being as successful as he has been portrayed to be, he must be very respected and his constituents must feel confident that he will give them the truth and be able to bring people together to come to an agreement. Director Martin would not be successful today without other's trusting him to make good choices. In order to make good choices, a leader has to be sure they take on the responsibility of gathering current and accurate information.

We see his five biggest strengths as follows:

- 1) Connectedness (Relationships)- The story of his first budget process reflected how he was able to diagnose the different roles of the process and allowed him to build goodwill through future negotiations. The ability to be in this role through two different administrations shows how rewarding his relationship-building has been.
- 2) Input (Strategic)- Relating to the same story, he was making a very strategic decision and giving input that would be well-received to ensure the relationship was communicated.
- 3) Communication (Influencing)- Nobody can succeed in a role such as Director without effective communication. Multiple examples were given throughout the presentation of how he communicates and builds teamwork in his approach.
- 4) Achiever (Executing)- The priorities that Director Martin mentioned within the goals and strategies that he outlined show that he is a goal-setter and an achiever, a task-driven person.
- 5) Ideation (Strategic)- While Director Martin's approach seemed to present a relatively well-rounded approach to the challenges of his office, the strategic thinking and planning were deemed to be at the forefront of the movements that were made.

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