

Humberto Mercader – Understand How Your Teammates Think

If I would have more resources for this, I would do a couple things with the team. One, I would make my entire team go through personality assessments. There's a lot out there, but I would do the Myers-Briggs, which is something I did when I was in the private sector, because I think it's a tool that really helps you understand how your teammates think, how they process information, and how they make decisions.

If we would have done that in the beginning of our term, there are a lot of controversies that we would have avoided. But definitely, if I had more resources, I would certainly do that. And another thing that I would do is provide more trainings, provide more trainings on relevant topics for our team from the federal side, from understanding the federal grants, the federal compliance and just managing the federal government on specialty topics.

For example, data, there's part of our team that needs to work a lot with data and they don't have the proper training for it. I would spend money on that. I would spend resources on making sure that the entire team has the skill set that they need to perform at the best level.

And again, as I mentioned in the beginning, you know, just building the culture of a team requires time, requires dedication you need to put time into it and prioritize it. It's not just going to happen because you have a good staff meeting. Staff meetings are operational and yes, you know, you get to know each other somewhat in the staff meetings, but that's not it. You need to spend time and resources on building a team chemistry that's needed to be successful. And definitely from an HR perspective and from a talent management perspective, I would spend a lot more resources on that.