

Humberto Mercader – Building a Performance-Driven Mentality

So, one of the lessons learned for us was on building a team.

We (and I'm part of the winning team for my secretary) quickly learned that in order for us to move our agenda as fast as possible, you really needed a robust team. You needed to spend time with your team, you needed to build a culture with your team. And I think the first six months of our administration were rough, we didn't spend as much time as we do now. We have an understanding of each other's roles, getting to know each other's strengths and weaknesses and performing as you do in the private sector, which is performance driven.

I myself come from the private sector, so it was certainly a change. But I thought, you know, that's how government is, but it doesn't have to be that way. I think we learned in the process. And one of the things that we have been doing the last six months is building the culture of the team, building the performance first, performance driven mentality of the team and getting to know each other. I think not just understanding everyone's strength, but what's everyone's weaknesses and being open to it- building the trust between the team is essential. Some people may think the government is not the same as private sector and to some extent it's not. But it doesn't have to be that way.

There are certainly things from our organizational perspective that you can do that will certainly help in the productivity of the team. And I think the secretary has been adamant about this for the last six months because he learned from his first six months building the spirit of team building the connections between each other and leveraging each other, working as a team- It makes a big, big difference when you're trying to push forward an agenda.