

PJ / CEO RELATIONSHIP – WHAT WORKS BEST?

1. NEEDS TO BE A STRATEGIC PARTNERSHIP. PJ & CEO ARE COLLEAGUES IN TOP-LEVEL DECISION-MAKING.

PJ HAS THE ORGANIZATIONAL POWER, BUT LACKS THE OPERATIONAL KNOWLEDGE

CEO HAS THE KNOWLEDGE, BUT LACKS THE POWER

AS A TWO-PERSON TEAM, THOSE SKILL SETS ARE MERGED THRU THE FOLLOWING RELATIONSIPS:

- **CLEAR ROLES & RESPONSIBILITIES**
- **FREQUENT ACCESS & COMMUNICATION**
- **MUTUAL TRUST**
- **A SHARED VISION & STRATEGIES**

2. WHAT ARE OTHER CRITICAL INDICATORS OF A STRATEGIC PARTNERSHIP (IN ADDITION TO THE ABOVE RELATIONS)?

- **EMPATHY** – THE ABILITY OF THE PJ & CEO TO UNDERSTAND THE FEELINGS, PERSPECTIVES, MOTIVES OF EACH OTHER
- **INVOLVEMENT** - THE ACTIVE INVOLVEMENT OF THE PJ AND CEO IN MEETINGS WITH OTHER LEADERS INSIDE AND OUTSIDE THE COURT SYSTEM
- **EMPOWERMENT** – HANDS-ON COACHING, COMPETENCY AND ACCOUNTABILITY SUPPORT BY THE PJ & CEO AS “TALENT DEVELOPERS” FOR EACH OTHER.
- **COLLABORATION** - IT IS NOT TRUE THAT THE MORE TIME A PJ & CEO SPEND TOGETHER WILL FOSTER STRATEGIC INSIGHTS & COUNSEL BETWEEN THEM. FACETIME DOES NOT CREATE A STRATEGIC PARTNERSHIP; TRUST AND MUTUAL RESPECT DOES.