

# Mark Honberger

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## LEADERSHIP PHILOSOPHY

***I develop Parks and Recreation agencies  
that create Thriving Communities through...***

### **...People Development**

*I invest in people by coaching individuals, building teams, and establishing Work/Training Plans that utilize staff's strengths to accomplish agency goals while expanding staff's competencies and leadership skills*

### **...Park & Facility Development**

*I create parks & facilities to be gathering places that are Unique, Utilized, and Uniting; with user policies that Invite, Inform, and Involve participants in upholding extreme standards of quality, cleanliness, and safety*

### **...Program Development**

*I design programs to meet the community's needs, serve the agency's target markets and mission, fill-in gaps in community services, reflect the profession's best practices, and exceed the customer's expectations*

### **...Fund & Resource Development**

*I utilize fiscal integrity, responsible decision-making, reasonable risks, creative problem solving, collaboration, and sound revenue strategies to maximize cost recovery ratios and reduce general fund subsidies*

### **...Community Needs Assessment**

*I seek strong community input in crafting an agency's vision, by reaching out to my community to make connections, develop customer relationships, and truly understand community needs*

### **...Best Practice Assessment**

*I seek continual improvement, always striving to be better than yesterday, by seeking the best methods to increase efficiencies, quality, and safety, while reducing our liabilities, and finding innovative uses for technology*

### **...Marketing & Communication Strategies**

*I constantly communicate a clear, and concise, "message" of the agency's vision and accomplishments through all programs, facilities, staff, publications, meetings, media contacts, and all conversations*