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# THE CLEAR VIEW

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## The High-Performance Organization Team or Family?

By: James Hopper, M.ed

Families are wonderful, and frankly necessary to provide unconditional love support to each family member. We want you to do well because you are intrinsically one of us. We long for your well-being, and frankly, we don't want you to embarrass the rest of us. But there is nothing you can ever do to break the DNA bonds that link the family members. They will always be at the next family reunion and will always get love and hugs from the other family members, regardless of their level of laziness, inattentiveness to detail, lack of motivation, or lack of performance. For the most part, a family setting is an arena of unconditional love and acceptance, not accountability. Many organizations call themselves a family, because they want to convey that they care about one another. But is there a point at which you are no longer a family? If the characteristics mentioned above apply to individuals in the work arena, and the organization coddles that "family member" there will be major problems.

Businesses, organizations, municipalities, and school systems like to talk about being a family. Many of the same organizations also talk about having an environment of accountability. Establishing this environment means that everyone in the organization must meet a standard of performance and is held accountable for doing so. In terms of performance, "team" and "family" are mutually exclusive.

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## Message from Our President on Our Two-Year Anniversary

By: Michael Boese, MPA

Clear Career Professionals proudly marks its two-year anniversary on September 28th. Alongside DeAnna Hendrix, Kent Myers, and Kelly Kuenstler, I helped form this company with a clear vision: to create a collaborative, candidate-focused recruitment and professional consulting firm that empowers people and matches organizations with leaders who can drive success. From recruitment services to leadership development, compensation studies, organizational reviews, and professional consulting, we have always prioritized relationships and growth.

A central source of inspiration for me comes from a passage by Hafiz: "The small man builds cages for everyone he knows, while the sage, who has to duck his head when the moon is low, keeps dropping keys all night long for the beautiful rowdy prisoners." This idea of empowerment is at the heart of our company. We don't just place people in positions—we free them to thrive, matching their talents with the needs of municipalities that rely on visionary leadership.

Our amazing team, with their distinguished careers in public service, is passionate about helping cities grow and prosper. Over the past two years, we've been honored to work with cities like Kerrville, McKinney, Murphy, Kingsville, Fair Oaks Ranch and many more amazing partners. Our success is a testament to the trust these communities have placed in us and the unwavering dedication of our team.

As we celebrate this milestone, we look forward to continuing to empower both individuals and organizations. Collaboration and growth remain the guiding principles of Clear Career Professionals, and we are excited for what the future holds!

**James Hopper, M.ed.**  
**Associate Vice President**

James Hopper has led Texas public schools for 16 years, focusing on innovative programs for economically disadvantaged students and English Language Learners. Emphasizing "top down" transformation, he initiated executive training and coaching, leading to a National Blue-Ribbon School and a high school recognized by US News and World Report. In 2021, he was nominated ESC Region 11 Superintendent of the Year. Hopper's visionary leadership fostered the development of Venus P-TECH, enabling students to earn degrees and certifications while in high school. He is a public speaker, community leader, and founder of local initiatives, pursuing a Ph.D. in General Psychology.



Clear Career Professionals



## The High-Performance Organization *Team or Family?*

A few years ago, I saw a major college basketball team jog out on the floor during the Final Four with warm-up shirts emblazoned “FAMILY” across the front. Instantly, I knew that nothing could be further from the truth. If the student-athlete wearing that shirt were to drop significantly in performance, they would be benched. If the sub-standard performance persisted despite remedial efforts, the scholarship would be pulled, and the athlete would no longer be in the “family”. That is anything but unconditional. In fact, it is 100% highly conditional.

Regardless of your organization, if you must meet standards, you are not a family but a team. But in referring to yourself as a team, you forfeit nothing in relationship intimacy. Oftentimes, 300 lb. men cry with each other after a football game. Years after they performed together, teammates and coaches often have reunions, because while laboring together for a common cause they established bonds that will never perish.

What you gain as a team is the mutual accountability of working toward a common goal, implementing systems to see those goals come to fruition, and the camaraderie of everyone pulling for one another to make it happen. Team membership is an earned privilege, not a right. Celebrations are spontaneous and genuine because everyone is a stakeholder. Accountability is real because everyone receives it equitably. Performance evaluations are sincere because they are genuinely intended to raise performance and improve output. And just like championship sports, becoming a high-performance team fosters hard-work, creativity, and fun.

By: James Hopper



Clear Career Professionals  
<https://clearcareerpro.com/>

### ➤ Career Opportunities:

Budget Manager - City of Taylor  
Finance Director - City of Ovilla

### ➤ Upcoming Career Opportunities:

Fire Chief - City of Levelland  
Gas System Operator - City of Brazoria

### ➤ Recent Placements:

William De Roos - City Manager  
City of Meadowlakes, TX

Allen Barnes - Interim Town Administrator  
City of Argyle

Patricia Faulkner - Interim Fire Chief  
City of Levelland

### ➤ Clear in Action:

TCUF Conference in Frisco, Tx September 26th -  
Michael Boese will be presenting on campus safety.

TML Annual Conference in Houston, Tx October 9th - 11th  
Visit the Clear team at booth # 837.

UMANT Conference in Arlington, Tx October 18th  
Kent Myers & Michael Boese will be presenting,

Untied Leadership Event in Frisco, Tx and Virtual Webinar  
October 24th 1:30 - 3:00

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