



Jackson County Leadership Team Meeting

Minutes for March 9, 2016

Attendees: Adam Brown, Donald Bustamante, Joni Johnson, Kent Maurer, Ric Scheele, Richard Thoune, Marce Wandell, Dave Welihan

Facilitator: Joni Johnson and Dave Welihan

Note Taker: Marce Wandell

Feb. 24, 2016, meeting minutes were approved.

Engagement Exercise: Richard Thoune distributed a list of behaviors related to daily interaction with people we lead. Each person estimated the percentage of time spent on each behavior and the ideal percentage of time we would each like to devote to each behavior. There was a discussion about how the two lists of percentages varied, and behaviors that may be low and should increase.

Leadership Lesson: Kent Maurer reviewed an article about the myth of happiness. It included statistics about personal satisfaction and what makes people happy at work and outside of work. Kent used some information from an article at <http://themythsofhappiness.org/discover-happiness/>

HPO Diagnostic Questions: Talked about the diagnostic questions that were discussed at the last meeting. What could the County Leadership Team do to make the biggest impact? The team will be meeting with Tony Gardner this Friday. We will continue this discussion at the next meeting.

Performance Reviews: Discussed pros and cons of various employee performance review methods. Talked about including organization/department goals as part of an employee's goals. The Improved Work Environment Team has a committee that will be looking at options for performance review tools. There was a suggestion to survey departments to find out their views/needs for performance review tools.

Strategic Implementation Team (SIT): County Board of Commissioner Strategic Priorities include Economic Development; Safe Community; Healthy Community; Education; Arts, Recreation and Cultural Opportunities; Community and Social Supports; Cooperation Between Governments; and an organizational goal of Improved Work Environment. Each priority is a "strand" and they are interrelated. Representatives from each strand have been meeting together monthly, i.e. SIT, in an effort to keep each strand informed about what all strands are working on. Adam commented that review of the SIT structure may be beneficial, including how the strand committees add value.

Employee Recognition: Talked about various ways to show appreciation and recognition to employees on a department level. Ideas included traveling recognition trophies, living the values of QICTEA, peer recognition, and saying thank you.

Next Meeting(s):

- 1) Wage classification study update;
- 2) Discuss 3/11/16 HPO meeting with Tony Gardner and the HPO Diagnostic Questions;
- 3) Revisit today's topics, including a) performance reviews and, b) County strategic plan goals and strategies;
- 4) Discuss operationalizing QICTEA values at the department level;

Managing Together: Open discussion.

Assignments for next meeting March 30, 2016, 10:30 at Chanter Road:

Facilitator: Kent Maurer

Recorder: Need volunteer

Engagement: Adam Brown

