

HUMAN RESOURCES DEPARTMENT
600 W. 4TH Street
Davenport, IA 52801



Office: (563) 326-8767
Fax: (563) 328-3285
www.scottcountyiowa.com

Date: June 12, 2012

To: Board of Supervisors

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

Subject: Leadership Summit Graduates

As you may recall we initiated a Leadership Summit in 2008 to address our long term succession planning. The goal was to build upon the skill set of our current employees as our future leaders. On March 31, 2009, June 23, 2009 and September 28, 2010, June 21, 2011 we recognized the first three groups who began their commitment to the program. Last fall we started a fourth class of participants. On June 19 at 9:00am we will recognize the following individuals who have attended all 4 sessions of the Leadership Summit:

Teri Arnold, Health
Tom Behning, Sheriff
Mike Blaesi, Sheriff
Amy Devine, Attorney
Rhonda Duchesneau, Sheriff
Dean Glunz, Secondary Roads
Casey Henderson, Sheriff
LeRoy Kunde, Sheriff
Angie Kersten, Secondary Roads
Stephanie Macuga, IT
Rhonda Oostenryk, Risk Management
Cliff Tebbitt, Sheriff
Matt Zumwalt, IT

In order to qualify for the graduation, attendees needed to participate in all 4 sessions. Prior to their trainings they took a "Knowledge for Leaders" test and participated in a 360° Evaluation where 10 of their co-workers/subordinates/customers/supervisors anonymously evaluated them. They then went through a 2 day training where their knowledge was challenged with their performance. The group then attended two day long workshops on "Communicating Effectively" and "Coaching and Counseling".

The completion of the four days of training really only begins their leadership journey. "Lunch & Learn" training sessions for supervisors are designed to

address issue identified in the “Knowledge for Leaders” testing process. We are working with departments to identify participants for a summit this October.

Cc: Dee F. Bruemmer, County Administrator