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Date: June 16, 2015

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 19, 2012, June 18, 2013 and June 17, 2014 we recognized the first six groups who began their commitment to the program. On June 16 at 9:00am we will recognize the following individuals who have attended all 3 sessions of the Leadership Summit plus attended 6 hours of County sponsored leadership classes:

Brooke Barnes
William Boyd
Rebecca Burgess
Ronelle Carzoli
William Hyde
Steve Jones
Joseph McDonough
Kim Mills
Daniel Mora
Matt Poirier
Cheri Sexton
Matthew Walker

In order to qualify for the graduation, attendees needed to participate in all 3 sessions and complete the additional training. Prior to their trainings they 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 training really only begins their leadership journey. Additional County Leadership training sessions for supervisors are designed to address issue identified in the "Knowledge for Leaders" testing process done with previous classes. This fall rather than do another summit we'll be doing Situational Leadership training for past attendees.

Cc: Dee F. Bruemmer, County Administrator