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Date: June 20, 2017

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, June 17, 2014, June 17, 2015 we recognized the first seven groups who began their commitment to the program. On June 27 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:

Greg Burnett	Community Services
Joe Caffery	Sheriff's Office
Nick Claussen	FSS
Tim Dougherty	Health
JB Graham	Conservation
Justin Hay	Sheriff's Office
Ryan Lage	Sheriff's Office
Bill Lomba	Sheriff's Office
Hiliary McKay	Human Resources
Pat Moore	Secondary Roads
Barbary Pardie	Secondary Roads
Mary Prieto	Sheriff's Office
Anisha Robinson	JDC
Alan Sabat	Planning
Emily Santiago	Conservation
Stuart Scott	Health
Carolyn Smith	IT
Amber Sullivan	Conservation
Christopher Varnes	Health
Tara Youngers	Secondary Roads

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 a 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.

Cc: Mahesh Sharma, County Administrator