

ADVANCED ON-SITE TRAINING

Building a High Functioning Leadership Team



michigan municipal league

This full-day workshop is designed to assist elected and appointed officials in bridging seemingly disparate roles and responsibilities to form a leadership team capable of effectively tackling the complicated goals and interests of your community.



About the Program

This full-day workshop is designed to assist elected and appointed officials in bridging seemingly disparate roles and responsibilities to form a leadership team capable of effectively tackling the complicated goals and interests of your community.

The leadership team of every city or village is comprised of the elected officials, an administrator/manager and professional department directors. Each has a unique but equally vital place in the organization. When all parts of the organization work in tandem, progress and prosperity for your citizens is an achievable outcome. Lack of understanding or respect for the diversity of functions that make a municipal organization effective, however, can lead you down the path of unmet expectations, inertia, or out-right conflict.

In this session, participants will review each members' necessary contribution to the leadership imperative; examine the roles and responsibilities of legislators and administrators; discuss the value of differing viewpoints, and learn how effective teams are developed. By the end of the day an experienced facilitator will have assisted the members of your leadership team to develop an individualized contract to guide operating principles. This contract is designed to provide leaders with a set of mutually agreed upon standards to smooth future decision-making and form the basis of management evaluations.

The day's agenda will cover extensive ground in the building of a leadership team and will produce tangible outcomes, adding substantial value to the problem-solving process. Participants will work through the following topic areas:

- Who Are We and What Is Our Culture Today?
- The Five Stages of Team Development
- Roles & Responsibilities: Charter, Ordinances and Tradition
- When Conflict Hurts but Differences of Opinion Help
- Problem-Solving Models
- Team Operating Guidelines
- Setting Achievable Expectations
- Holding Each Other Accountable

POTENTIAL SPEAKERS:

- Kathie S. Grinzinger
Retired Lead Executive Recruiter & City Manager
- Marilyn Semonick
Chief Exploration Officer,
The Success Studio

COST: \$3,000

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