

COUNCIL WORK SESSION

Tuesday, April 11, 2017

4:30 p.m. – 9:00 p.m.

Fort Caspar Museum

Multiuse Room

AGENDA

1. Strategic Planning & Goal Setting

Mayor Humphrey called the meeting to order at 4:33 p.m. with the following Councilmembers present: Pacheco, Johnson, Miller, Walsh, Huckabay, Powell, Hopkins, and Mayor Humphrey. Interim City Manager Liz Becher, Assistant City Manager Tracey Belser, Police Chief Jim Wetzel, Fire Chief Kenny King, Special Projects Coordinator Tanya Johnson, and City Attorney Bill Luben were also present.

Mayor Humphrey introduced Greg Piburn of Leaders Edge Consulting. Mr. Piburn began by summarizing his background and expertise in strategic planning and goal setting. He reviewed the agenda for the next two days' sessions which included discussions involving stage setting, roles and responsibilities, touchstones, staff/council support, and operating principles. He explained that these sessions have been customized based on the conversations that he has had with the Mayor and Vice Mayor.

Mr. Piburn then discussed stage setting. He discussed the importance of Council's focus on leadership as opposed to management of the City and how the City administration should be focused on both. He then discussed the "4 levels of light" and how communication can be positive and constructive. He discussed the results model and the importance of interpretation when responding to an event. He stated that misinterpretation is the culprit for many problems involving groups and the importance of clarity before a response is formed. Chief Wetzel, Chief King, and Tanya Johnson excused themselves.

Mr. Piburn then split members of Council and administration into groups to write down what the roles and responsibilities "are" and "are not" for Council, the Mayor, individual Councilmembers, the City Manager, and the administrative leadership team. Council and the leadership team then discussed what each group wrote.

Council took a dinner break at 5:45 p.m. Council reconvened at 6:13 p.m.

Mr. Piburn then moved on to discuss touchstones. He described these as a test of criteria for determining the quality or genuineness of something and said that they should be used to help guide Council objectives and high level policies and goals. He asked each Councilmember to come up with one potential touchstone and recommended that the group narrow those potential touchstones to two or three. The touchstones focused on maintaining essential services, sustainability, strategic progress, efficiency and trust. Council and administration discussed how

past goals, like downtown development, must change or evolve due to the economic environment. Mr. Piburn stated that he will encompass the ideas discussed and develop the wording for two touchstones by tomorrow's session, and stated that tomorrow's session will be focused on measurable outcomes. A draft of the outcomes that Council comes up with at tomorrow's meeting will be made available to Council at the next work session to ensure that everyone agrees with them before it is officially distributed.

The meeting was adjourned at 8:48 p.m.

ATTEST:

CITY OF CASPER, WYOMING
A Municipal Corporation

Tracey L. Belser
City Clerk

Kenyne Humphrey
Mayor