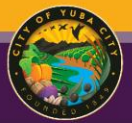




**Joint City Council / E-Team Workshop
January 28, 2022**

Agenda



- Ground rules
- Ice Breaker
- DISC
- Short-, Mid-, Long-Term Issues
- E-Team needs of City Council
- City Council needs of E-Team
- City Manager needs of City Council and E-Team
- Wrap-Up



- What does a thriving City look like 3 years from now?

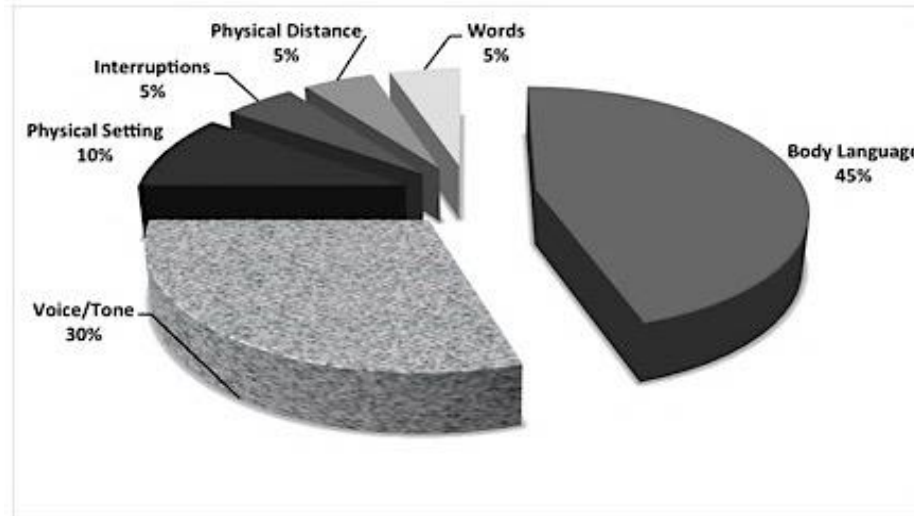


DISC

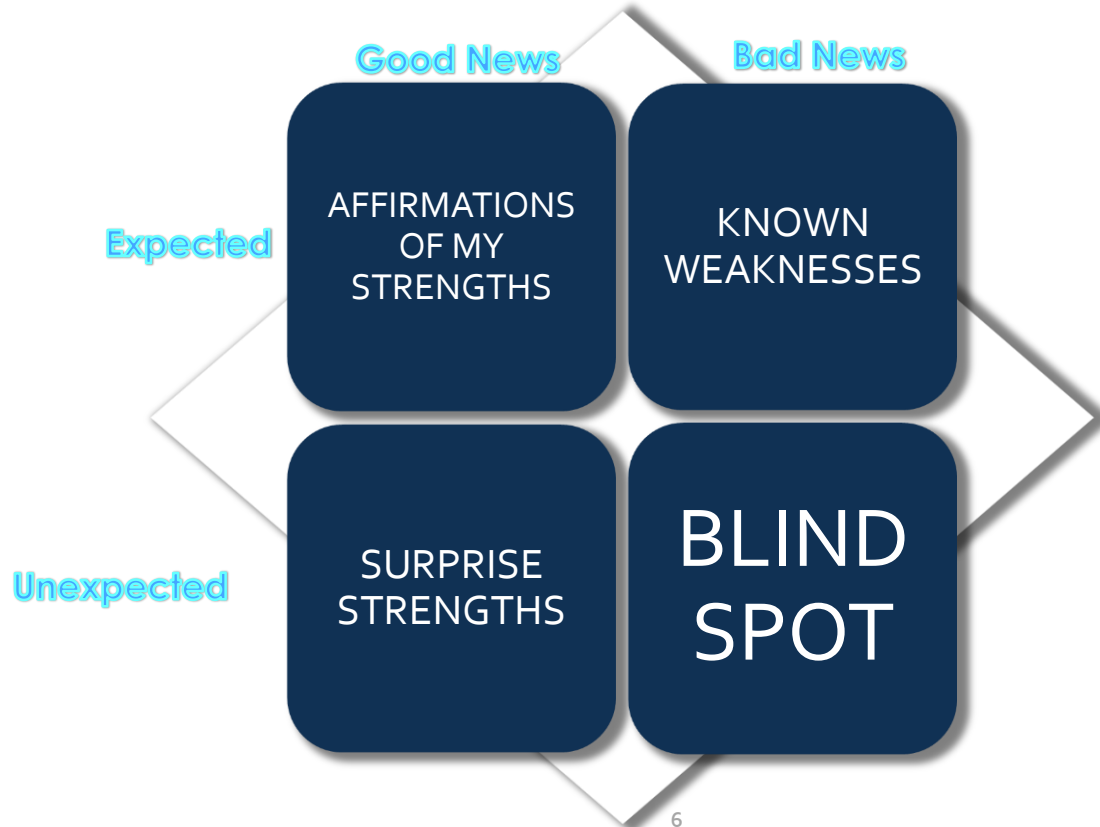


How We Communicate

Communication is comprised of what is said (denotation) and how it is said (connotation), as well as where and when the communication occurs.



FEEDBACK WINDOW



DiSC Behavioral Styles

		<i>Task Oriented</i>			<i>Relationship Oriented</i>	
Fast Pace	High ego strength Strong Willed Decisive Efficient (DIRECTIVE)	Desires change Competitive Independent Practical	DOMINANCE	INFLUENCE	Emotional Enthusiastic Optimistic Persuasive (TALKATIVE)	Animated Talkative People oriented Stimulated
	<i>Pushy</i> <i>Impatient</i> <i>Domineering</i>	<i>Attacks first</i> <i>Tough</i> <i>Harsh</i>			<i>Disorganized</i> <i>Undisciplined</i> <i>Manipulative</i>	<i>Excitable</i> <i>Reactive</i> <i>Vain</i>
	<i>Stuffy</i> <i>Picky</i> <i>Judgmental</i>	<i>Slow to make decisions</i> <i>Fears criticism</i> <i>Critical</i>	CONSCIENTIOUSNESS	SHAREDNESS	<i>Unsure</i> <i>Wishy-washy</i> <i>Awkward</i>	<i>Possessive</i> <i>Conforming</i> <i>Insecure</i>
Slow Pace	Perfectionist Sensitive Accurate Persistent (CAUTIOUS)	Serious Needs information Orderly Cautious			Dependable Agreeable Supportive Accepts change slowly	Contented Calm Amiable Reserved
					(SUPPORTIVE)	

DiSC Styles

	D	I	S	C
Appearance:	Businesslike Functional	Fashionable Stylish	Causal Conforming	Formal Conservative
Workspace:	Busy Formal Efficient Structured	Stimulating Personal Cluttered Friendly	Personal Relaxed Friendly Informal	Structured Organized Functional Formal
Pace:	Fast Decisive	Fast Spontaneous	Slow Steady	Slow Systematic
Priority:	The Task The Results	Relationships Interacting	Maintaining harmony	The Task The Process
Fears:	Loss of Control	Loss of Prestige	Confrontation	Embarrassment
Under Tension:	Dictate Assert	Withdraw/ Shut down	Submit Acquiesce	Attack/Be Sarcastic
Seeks:	Productivity	Recognition	Reassurance	Accuracy
Needs to Know:	What it does By when What it costs	Who else uses it How it enhances their status	How it will affect their personal circumstances	How they justify the purchase Logically, how it works
Gains Security by:	Control	Flexibility	Close Relationships	Preparation
Wants to Maintain:	Success	Image/Status	Relationships	Credibility
Support their:	Goals	Ideas	Feelings	Thoughts
Achieves Acceptance By:	Leadership Competition	Playfulness Stimulating environment	Conformity Loyalty	Correctness Thoroughness
Likes You to Be:	To the point	Stimulating	Pleasant	Precise
Wants to Be:	In charge	Admired	Liked	Correct
Irritated By:	Inefficiency Indecision	Boredom Routine	Insensitivity Impatience	Surprises Unpredictability
Measures Personal Worth By:	Results Track Record Measurable Progress	Acknowledgement Recognition Applause Compliments	Compatibility with others Depth of relationships	Precision Accuracy Activity
Decisions Are:	Decisive	Spontaneous	Considered	Calculated

STYLE COMPATIBILITY

Scores Styles		POOR	FAIR	GOOD	EXCELLENT
I	D-D		□	●	
II	D-I		□	●	
III	D-S		●		□
IV	D-C	●	□		
V	I-I		□		●
VI	I-S		●	□	
VII	I-C	●		□	
VIII	S-S			□	●
IX	S-C				□ ●
X	C-C			□	●

● : Human Relationships

□ : Work tasks

LISTENING

10 Non-building Blocks of Listening



Evaluation/Judgment

- We are so busy planning our attack, or criticizing the other's message that we often do not hear what is really being said.

Jumping to Conclusions

- We jump to conclusions, filling in our own details before the other person has a chance to explain.

"We are all the same"

- We assume that other people think as we do.

Attitude, the Closed Mind

- We tune out people with whom we do not agree.

Lack of Attention

- We let our minds wander, giving in to other external noises or distractions.

Wishful Hearing

- We tend to hear what we want or expect to hear.

Excessive Talking

- We interrupt or dominate the conversation so that the other person does not get a chance to adequately express his or her ideas.

Unclear Words

- We fail to find out what the other person means by the particular words he or she chooses.

Lack of Humility

- We feel that we must express our superiority by speaking or contradicting the other.

Fear

- We avoid listening with understanding because we are afraid that the other person may challenge some long-held belief. We are afraid to be threatened by a new idea.

21st Century Learning Areas



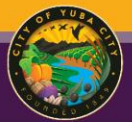
Understanding (Knowledge)

- How change occurs in global markets & ways to plan for it.
- Integrates learning from mentors & sponsors.
- New models for evolving leadership.
- The power of relationships.
- How to motivate - self and others.
- Organizational goals, values, and mission.
- Personal goals, purpose, values, and mission.
- Relationship-building & networking strategies.
- How to gain sponsorship.
- Using power to get things done.
- How to manage diversity & break down barriers to create an inclusive environment.
- The importance of balancing career & family.



Short, Mid, and Long-Term Issues

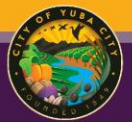
- Short-Term
 - Within 6 months
- Mid-Term
 - Within 6 months to 1 year
- Long-Term
 - More than 1 year



Council Goals

Overarching Theme: Quality of Life

1. Public Safety
2. Infrastructure
3. Business Friendly
4. Fiscal Responsibility

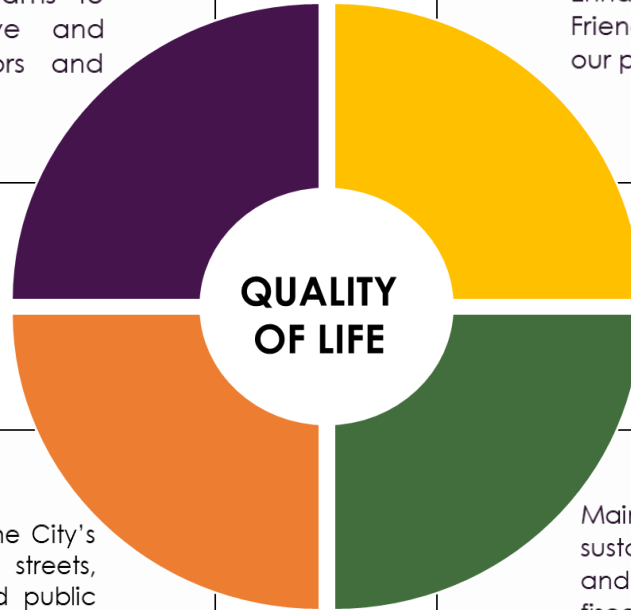


PUBLIC SAFETY

Maintain highly qualified teams to provide services that serve and protect the residents, visitors and businesses of this community.

BUSINESS FRIENDLY

Enhance and maintain a Business-Friendly environment for our City and our partners.



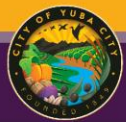
**QUALITY
OF LIFE**

INFRASTRUCTURE

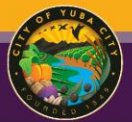
Maintain, improve and invest in the City's Infrastructure (water, sewer, streets, circulation, parks, stormwater and public facilities).

FISCAL RESPONSIBILITY

Maintain the financial stability and sustainability of the City of Yuba City and operate our city government in a fiscally responsible and responsive manner.



- Short-Term
 - Develop Emergency Operations Plan
 - Records Management (new staffing software system)
 - Realign Staff (Police)
 - Re-Engage Community (Police)
- Mid-Term
 - Address Aging Light Vehicle Fleet
 - Ladder Truck Response Model (Fire)
 - Homeless Issues(Police/City Admin)
- Long-Term
 - Branding (Fire and City)



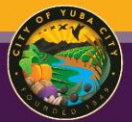
Infrastructure

- Short-Term
 - Complete the New Park off Harter Parkway
 - Potential 2022 Drought
 - Aging City Buildings – Develop Plan
 - Track Infrastructure Bill for Funding Opportunities
- Mid-Term
 - Bridge Street Widening
 - Aging City Buildings – Implement Plan
 - Harter-Bridge Sewer Trunk Connection and Bogue Road Sewer Extension – Complete Design and Start Construction
- Long-Term
 - WWTF Outfall Diffuser



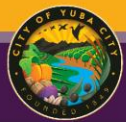
Business Friendly

- Short-Term
 - Filling Vacancies
 - Modern Software
 - Get to “Yes”
- Mid-Term
 - Structural & Code Changes
- Long-Term
 - Arts & Culture
 - Branding City



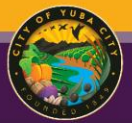
Fiscal Responsibility

- Short-Term
 - Cannabis Survey
 - Recology Amendment
 - Prepare 5-Year Fiscal Outlook
 - Payroll Systems
 - Budget & Labor Costing Software
 - Infrastructure Bill
 - County Master Tax Exchange Agreement
 - Cybersecurity
- Mid-Term
 - Develop Strategy to Increase Revenue
 - Vehicle Replacement Fund Analysis
- Long-Term
 - Prepare for Next Lean Year
 - Revenue Measure

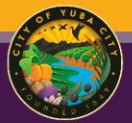


Organizational Wellbeing

- Short-Term
 - Remote Work Policy: Complete
 - Consistent COVID Department Policy: E-Team is key
- Mid-Term
 - Citywide Recruitment and Retention Practices and Policies
 - Improve and Maintain Citywide Relationships through Supportive Initiatives
 - Systems and Culture for Work/Life Balance
 - Managing Expectations and Relationships through Labor Relations
 - Succession Plan for Future Organizational Success
 - Citywide Compaction Analysis
- Long-Term
 - What does the City look like in 5,10, and15 years?
 - Collective Bargaining and Labor Relations
 - Development of Innovative Recruitment Tools



- The Opportunity to
Begin Building a TEAM

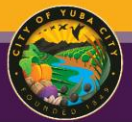


What does it take to be a
Good Team?



E-Team Needs of City Council





E-Team Needs of City Council

What does it take to be a Good Team?

Respect

Coachable

Supportive

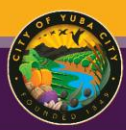
Variety of Skill Sets

Honesty

No Hierarchy

Expertise

Understanding of Your Role



E-Team Needs of City Council

- Work towards getting away from the Philosophy of “do more with less”.

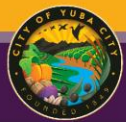




E-Team Needs of City Council

- Support the transition towards a progressive organization.



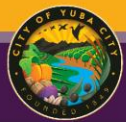


E-Team Needs of City Council

- Develop and practice a new communication protocol

Right time, Right place,
Right person:
The right combination
for success

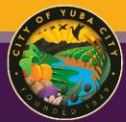




E-Team Needs of City Council

- Develop and practice a new communication protocol





City Council Needs of E-Team

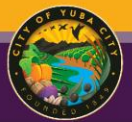
- Councilman Boomgaarden
- Councilwoman Espindola
- Councilman Harris
- Vice Mayor Kirchner
- Mayor Shaw



City Manager Needs



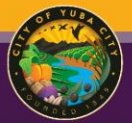
City Manager Needs





City Manager Needs

- Help me “connect the dots”
- City Council and E-Team work together
- Continue to define priorities
- Follow communication protocol
- Move the organization forward
- Create a sustainable work model



- What does a thriving City look like 3 years from now?

Thank You!

