



Proposal

BOARD STRATEGIC WORKSHOP

Lake County Board of Supervisors

Description

It has been years since the Board of Supervisors has held a workshop to reflect on its governance and the strategic direction of the County. The timing is particularly vital as the Board will have two new members. The purpose of this proposal is to provide facilitation services for a one-day strategy workshop, prepare the agenda and workshop materials, and facilitate the Board workshop on 27 February 2019.

The workshop provides the Board a rare opportunity for an in-depth conversation amongst itself on its governance of and vision for the County, and to identify key County strategies looking out towards 2022 and beyond. It is anticipated the workshop will include the Board, County Administrative Officer, Assistant CAO and County Counsel in the morning, and joined by department directors in the afternoon.

Based on our understanding of your needs, we anticipate four key outcomes from the workshop:

- * Build the interpersonal relationships and governance practices of the Board
- * Establish a climate of trust, openness and mutual respect amongst the Board and executives
- * Review Board governance to more effectively work together to accomplish County goals
- * Assist Board members as they exercise their various roles, in particular their quasi-judicial role
- * Examine and develop strategic priorities and a vision for the County

Approach to Meeting Your Needs

Alta Mesa Group, LLC (AMG) has provided facilitation services for public agency governing boards and executive teams for decades. Based on our understanding of your needs, we propose a two-step approach to the Board's strategic workshop:

Step 1: Review Board materials and interviews with Board Members and executive staff. In preparation for the workshop, AMG will review County background materials, including Board rules, County strategies, recent Board agenda packets and any other relevant County documents. AMG will then conduct interviews with each of the County Supervisors, the County Administrative Officer, and other key executives. Interviews are designed to explore expectations, understand reservations, discuss desired outcomes and provide the opportunity for the facilitator to introduce himself and build rapport with each participant. Interviews are anticipated to last up to 60 minutes. Facilitator will work with the County Administrative Officer to organize the interviews. Following the interviews the facilitator will prepare a workshop agenda for review by the Board Chair and CAO.

Step 2: Conduct the Governing Body Strategic Workshop. Based on our understanding of your needs and our experience working with an array of public agency governing bodies, a preliminary workshop agenda is included below. The draft provides a starting point for planning the workshop, and is not intended as the final plan. The content for the workshop will be modified based on the input from the

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interviews with participants. The agenda assumes the participation of the Board, CAO, County Counsel, and the elected and appointed department directors.

Preliminary Agenda – Strategic Focus of Lake County

- 9:00 Call to Order, Public Comment, Introduction from Chair
- 9:15 *Achievements of the County* – Participants identify achievements, strengths, attributes of County and community of which they are most proud.
- 9:45 *E Pluribus Unum* – Effective Governing Boards: Relationships, Roles and Trust
- 11:00 *External Scan*: Changes Which May Influence Lake County
- Noon Lunch and Informal Conversations
- 12:45 *External Scan*: Staff Perspective
- 2:00 *Discussion*: How We See the County in 2022
 - * Identify Strategic Initiatives for the County
- 4:10 Review and Action Steps
 - * Next steps, assignments and timeframes to refine strategic priorities
- 4:30 Adjourn

Facilitator Experience and Approach

Alta Mesa Group LLC is a public sector consultancy. Our work is focused on leadership practices, governing board effectiveness and organizational development for state and local agencies.

The facilitator for the Lake County Board of Supervisors Workshop will be **William “Bill” Chiat**, President of AMG. Mr. Chiat brings nearly 40 years of experience as a facilitator and instructor in leadership practices, organizational development and board governance. In addition he has served in senior and chief executive roles in state and local governments, including Napa County Executive Officer.

Specific to this proposal, Mr. Chiat numerous state, county and city governing boards in areas of governance, strategic planning, effectiveness, policy development, and conflict management. He brings particular expertise and experience with California counties and county boards of supervisors. He currently serves as founder and Dean of the CSAC Institute for Excellence in County Government.

Mr. Chiat incorporates a collegial style to his facilitation that is mixed with humor and insights from the many local governments he has worked. He is known for his excellent communication skills and entertaining facilitation capabilities. But he will also push groups to deal with difficult issues and engage in challenging conversations. With his extensive facilitation experience with elected and appointed officials, Mr. Chiat is able to help separate interests and political positions and keep participants focused on the goals of the session. Clients range from the cities of Danville, Vallejo and American Canyon, to the counties of Tuolumne, Madera, San Joaquin and San Bernardino, various LAFcos, and state boards such as the Arizona Historical Society and the Arizona State Parks Board. Mr. Chiat is also a Lecturer in the Goldman School of Public Policy Executive Education program, University of California – Berkeley.