

PLANO CITY COUNCIL RETREAT
November 1, 2014

COUNCIL MEMBERS PRESENT

Harry LaRosiliere, Mayor
Lissa Smith, Mayor Pro Tem
Ben Harris, Deputy Mayor Pro Tem
André Davidson
Patrick Gallagher
David Downs

COUNCIL MEMBERS ABSENT

Pat Miner
Jim Duggan

STAFF PRESENT

Bruce Glasscock, City Manager
Frank Turner, Deputy City Manager
LaShon Ross, Deputy City Manager
Jim Parrish, Deputy City Manager
Mark Israelson, Assistant City Manager
Paige Mims, City Attorney
Lisa C. Henderson, City Secretary

Mayor LaRosiliere convened the Council into the City Council Retreat on Saturday, November 1, 2014, at 8:00 a.m., in Training Room A of the Plano Municipal Center, 1520 K Avenue. A quorum was present.

Discussion, Direction and Action Regarding Review of City of Plano Vision, Mission, Strategic Plan, Goals and Core Business Services, including Council Governance, Roles and Responsibilities.

Mayor LaRosiliere stated the purpose of the retreat was to evaluate how the Council can work effectively together reviewing processes and determining what the Council can do better.

Dr. Mike Mowery from Strategic Government Resources facilitated the discussion regarding Patrick Lencioni's "The Five Dysfunctions of a Team". He described each of the dysfunctions; Lack of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability, and Inattention to Results; and asked the group to divide into smaller groups to discuss their understanding of the principles. Each group presented their ideas and discussed the transition of incorporating new Council Members into the group while creating unity and avoiding dysfunction. The Council took a brief recess at 8:50 a.m. and resumed discussions at 9:00 a.m.

Dr. Mowery passed out a Team Assessment Report with Council responses to questions related to "The Five Dysfunctions of a Team" for the group to review. The group discussed what they found interesting or surprising about the results. Ron Holifield from Strategic Government Resources spoke to the need to have a clear definition of goals and the process to ensure new members feel their voice has been heard. The Deputy City Managers and Assistant City Manager left the meeting at 9:45 a.m.

Dr. Mowery, based on the assessment results, had the group discuss why they feel like they are good with conflict. Mr. Holifield spoke to the need to continue looking forward to long term goals aligned with the culture of the City and Council to provide quality local governance. City Manager Glasscock suggested the group meet periodically in Training Room A to cover topics that may require more discussion. Dr. Mowery discussed Bruce Tuckman's model on Team Development and the Council discussed where they were, as a group, on the model. The Council took a brief recess at 10:35 a.m. and resumed discussions at 10:40 a.m.

Dr. Mowery had the group discuss positive attributes of the Council and items that could use improvement. He presented a video of Simon Sinek's presentation on "Why". The group discussed the golden circle methodology and how it could apply to the Council. Deputy Mayor Pro Tem Harris left the meeting at 11:27 a.m.

Nothing further was discussed. Mayor LaRosiliere adjourned the meeting at 11:39 a.m.

Harry LaRosiliere, MAYOR

ATTEST

Lisa C. Henderson, City Secretary