



# Mendocino County

## Legislation Details (With Text)

<b>File #:</b>	18-1356	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Presentations	<b>Status:</b>		Accepted	
<b>File created:</b>	2/12/2018	<b>In control:</b>		Human Resources	
<b>On agenda:</b>	2/27/2018	<b>Final action:</b>			
<b>Title:</b>	Discussion and Possible Action Including Acceptance of Informational Presentation of the County Leadership Initiative by Representatives of the County Leadership Team (Sponsors: Executive Office and Human Resources)				
<b>Sponsors:</b>	Human Resources				
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Communication Improvement Team-021418, 2. Customer Service Team-021418, 3. Economic Development Team-021418, 4. Employee Engagement Team-021418, 5. Operational Processes Team-021418, 6. Performance Plans Team-021418, 7. Recruitment and Retention Team-021418, 8. Leadership History, 9. Leadership Presentation 2.27.pdf				

Date	Ver.	Action By	Action	Result
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**To: Board of Supervisors**

**From:** Executive Office and Human Resources

**Meeting Date:** February 27, 2018

**Department Contact:** Carmel J. Angelo

**Phone:** 463-4441

**Department Contact:** Cherie Johnson

**Phone:** 234-6600

**Item Type:** Regular Agenda

**Time Allocated for Item:** 1 hour

**Agenda Title:**

Discussion and Possible Action Including Acceptance of Informational Presentation of the County Leadership Initiative by Representatives of the County Leadership Team  
(Sponsors: Executive Office and Human Resources)

**Recommended Action/Motion:**

Accept the informational presentation of the County Leadership Initiative by representatives of the County leadership team.

**Previous Board/Board Committee Actions:**

On September 9, 2013, the County Leadership Team presented the Leadership Philosophy to the Board. The Board receives routine reports on the County's leadership initiative (s) via regular CEO Reports.

**Summary of Request:**

Approximately five years ago, the County Executive Office launched a leadership development initiative that initially included County Department Heads, members of regional leadership training events, and "up and

coming” leaders on the recommendation of their Department Head. Today this group encompasses over 200 individuals, ranging from line staff to our CEO, to our elected officials. The purpose of the leadership development initiative is to transform our organizational culture by cultivating “leaders at all levels” within the organization by engaging, developing, supporting and utilizing our employees to their fullest potential.

Today’s team presentation represents the Work of Leadership over the last 18 months. The work is a focused collaboration within the organization representing *Our Leadership Philosophy*. In the coming months, the elements of our leadership philosophy will be demonstrated through our leadership development work teams, employee training and development, shared personal and professional commitments, and a pledge to embrace best practices in providing superior public service. The areas of focus by the leadership development teams are: employee engagement, customer service, communication, performance measurements, economic development, recruitment and retention and operational processes.

We invite all members of the organization to join us in transforming our organizations culture through active participation and engagement in upcoming initiatives.

**Alternative Action/Motion:**

None recommended

**Supplemental Information Available Online at:** N/A

**Fiscal Impact:**

**Source of Funding:** N/A

**Budgeted in Current F/Y:** N/A

**Current F/Y Cost:** N/A

**Annual Recurring Cost:** N/A

**Supervisory District:** All

**Vote Requirement:** Majority

**Agreement/Resolution/Ordinance Approved by County Counsel:** N/A

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**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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Executed By: Willetta Callaghan

Final Status: Accepted

Date: March 2, 2018

Executed Item No.: **Accepted Information**

Note to Department:

Executed Documents Returned to

Department: N/A Executed Agreement Sent to Auditor? N

