



# Mendocino County

## Legislation Details (With Text)

**File #:** 18-2254      **Version:** 1      **Name:**

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**File created:** 10/24/2018      **In control:** Human Resources

**On agenda:** 11/6/2018      **Final action:**

**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)

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. communication, 2. customer service, 3. economic development, 4. employee engagement, 5. operational processes, 6. performance plan, 7. recruitment, 8. leadership history, 9. leadership philosophy, 10. Leadership Presentation 11.6.18

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

**From:** Executive Office and Human Resources

**Meeting Date:** November 6, 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; and provide direction as appropriate.

**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.

### Our Leadership Philosophy

*In order to achieve effective leadership at all levels, and excellence in public service, we believe...*

... *Trust and integrity are essential.*

... *In departments working together as one organization.*

... *In employees being involved in key program and policy decisions that impact the organization.*

... *That investing in and supporting employee development results in the retention and promotion of quality employees.*

The purpose of the leadership development initiative is to transform our organizational culture by cultivating “leaders at all levels” and “leadership with heart” within the organization by engaging, developing, supporting and utilizing our employees to their fullest potential.

Seven Leadership Work Teams have been working diligently on the completion of their six month goals and have begun development of their 18 month goals. Three of the work teams recently completed an all employee survey to measure employee engagement. Works teams include communication, customer service, employee engagement, operational processes, recruitment and retention, economic development and performance plans.

Mendocino County’s Executive Leadership Team (MCELT) hosted and taught their first High Performance Organization two-day training for county employees in September 2018. 32 county employees at all levels within the organization attended this training.

Today’s presentation will provide highlights representing the Work of Leadership over the last 6 months and will include presentations by employee engagement, communication, customer service and economic development.

### **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:**



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Executed By: Meribeth Dermond      Final Status: Approved

Date: **NOVEMBER 7, 2018**