



OFFICE OF THE COCONINO COUNTY BOARD OF SUPERVISORS

SPECIAL SESSION MINUTES

Thursday, January 10, 2019

**8:30 a.m. –Special Session
Thornager’s (Kilted Cat)
2640 W. Kiltie Lane
Flagstaff, AZ 86005**

Present: Chairman Art Babbott, Supervisor Jim Parks, Supervisor Matt Ryan, Supervisor Elizabeth Archuleta, Supervisor Fowler arrived at 8:58 am

Also Present: Sara Douthit, Christopher Tressler, Mike Townsend, Jay Smith, Shaun Pooyouma, Erika Philpot, Martie Delgadillo, Brian Matsuda, Esliir Musta, Mike Lopker, Valerie Wyant, Cynthia Nemeth, Sue Brown, Sandy Diehl, Brian Grube, Katie Kelly, Bill Ring, Rashida Suminski, Todd Whitney, Lucinda Andreani, Jimmy Jayne, Kathy Allen, Sharon Yates, Jay Christelman, Mike Oxtoby, Marie Peoples, Matt Fowler, Kim Musselman, Eric Peterson, Megan Cunningham, Sue Walka, Norma Gallegos, George Ovalle, Risha VanderWey, Allie Stender and Christine Whitney-Sanchez facilitated the discussion and exercises.

Chairman Babbott convened the meeting at 8:34 am.

Chairman Babbott provided an introduction and thanked County employees for attending.

County Manager Jimmy Jayne thanked Karen for the use of the facility. Mr. Jayne explained that we are here to launch and further progress organizational renewal, focusing on the culture of our organization and who we are. He thanked Lucinda, Erika Philpot, Allie Stender and Sara Douthit for working on this effort. He also thanked Shaun Pooyouma for his help. Mr. Jayne explained that this is the beginning of the renewal process and this includes embracing the notion and practice of diversity, inclusion and equity and what that looks. It is not just a concept but a practice. Mr. Jayne explained that we will engage our employees and the people we serve. It is not that something is broken but how do we think differently. People in this room have something to bring to the conversation. He encouraged everyone to contribute to who we are as an organization. Mr. Jayne then shared a personal story of transition.

Christine Whitney-Sanchez was the facilitator and introduced the agenda for the day.

Ms. Whitney-Sanchez asked attendees to share one word that they hope for in the renewal process.

Attendees provided the following words:

Appreciation, stability, energized, connected, service, anticipation, gratitude, empowered, belonging, nimble, community, innovation, engaged, caring, success, people, engaged, family, trust, peace, inclusive, encouraged, constituents, supportive, harmony, fresh, faith, thriving, future, heartfelt, mindfulness, commitment, joy, different.

Ms. Whitney- Sanchez requested the attendees get into pairs or small groups and discuss three questions:

1. Remember a time when the Coconino County Organization was at its best, manifesting your values in the world. What were the relationships like? What was it about the organization that made you proud? What was your most important contribution.
2. What do you value most about yourself as a leader in Coconino County? The Coconino County organization? Coconino County as a geographical community?
3. Renewal- in five years, what does a renewed Coconino County look, act, feel like? What are the strengths that uniquely situate us for this renewal process?

The attendees separated into small groups and pairs and discussed the questions amongst themselves. Ms. Whitney-Sanchez then asked the small groups to do the following:

1. Share one highlight from your interview
2. Decide on your top 3 strengths, values, renewal
3. Capture one per sheet

At 9:42 am Ms. Whitney-Sanchez had the small groups, report back and put their lists on the wall.

Attendees put words under three categories- strengths, what we value, and renewal.

Strengths: connected to community, empowering culture, challenge business as usual, inclusion, listening, knowledge, people first, innovative, teamwork/collaboration, respect, intentional foresight to plan, doers, resilient, supportive leadership, talent, strong work ethic, vision of over and beyond, strong leadership that is open to innovation, openness, trust in leadership and employees, progressive, people focus, we take care of each other, collaboration

What we value: being of service, diversity, innovation, collaboration inside and out, diversity (geographic, political and cultural), realistic approach, trust, authenticity, service, community experience, cultural diversity, dedication, heart and compassion, relationships, integrity, intentional diversity, reflective, empowerment, high expectations

Renewal: critical self-evaluation, empowered to fail forward, adaptive, community enhancement, mindset, ownership, progressive in supporting lifestyle (work life balance), unfolding momentum, innovative, adaptability to needs, healthy community, organizational life cycle (norming, forming, storming, performing), economic rebirth, thriving, difference-makers, adaptable, great aspirations, organizational self-reflection with honesty and vulnerability, transparency (honesty to employees, citizens and communities), inclusive in working with communities.

Ms. Whitney-Sanchez then requested the attendees do a Values Café style session in groups to answer questions related to behaviors we want to see in the renewed Coconino County.

Specifically, as a group, brainstorm all the behaviors, qualities, and characteristics you want those involved in the Organizational Renewal process to model and decide on the top ten behaviors you would want to see more of in Coconino County.

The groups took time to discuss this and then reported back by providing words on the wall.

Desired Behaviors: patience, celebrate success, have fun and laughter, relationship (caring and respect), inquisitive with critical thinking, mindfulness, understanding/awareness and empathy, positivity, competence/knowledge, compassion, meaning, respect, encouragement, roadmap, humor, trust, integrity, act on the vision/mission, inclusiveness (sharing and employee networking), guts, critical reflection, inclusiveness, fostering communication, recognition, healthy selflessness, engaged and connected, flexibility, compassion, trust, integrity, ready to re-write the script, open, honesty and truth, build trust, accountability, open and brutal honesty, out of box thinking, communicative, security, willingness to change, self-care and balance, ownership, aspirational, work ethic, evidence-based practices, transparent, collaborative, genuine, present, listening, truth, acceptance, mentors, encouraging, invested, respectful, purpose to, boldness, continuous evaluation, circular evaluation, loving guidance

Ms. Whitney-Sanchez then requested the groups rotate tables and talk about shared values. They were asked to consider what values they suggest to ground and energize the Organizational Renewal process and the values they want to guide the Organizational Renewal process.

The groups took time to discuss values and then reported back their values.

Values: Fun, compassion, honest, inclusiveness, simplicity, brave, self-care, passion, community focus, purpose, bold, diversity, the one and all, awareness of and dedication to mission, purposeful relationships, encouraging, adaptable, turbo reflection, heart, community mindset, awareness and dedication to mission

Ms. Whitney-Sanchez then led the attendees through a visioning exercise. The attendees were asked to share within their groups their vision through words. Specifically, they discussed what they heard, what they felt, what they tasted, what they saw, and what they sensed.

The small groups then reported their discussion back to all of the attendees.

Took pics of words

The attendees then had a break for lunch at 12:00 pm.

After lunch, Ms. Whitney-Sanchez requested that the attendees write on the wall what they would like the County renewal process to look, feel and act like.

The following words were written on the wall under each category- look, feel and act.

Look: diverse, inspired, welcoming, seamless, engaged, efficient, nature, healthy communities, fun and caring, different, airy and inviting, different work day, smile

Feel: adaptable, collective well-being, empowered, friendly, loyalty and trust, optimistic, connected, calm, supported, belonging, meaningful, pride, kindness and love, world peace, responsibility of service, justice, cutting edge, inclusive, joyful, gratitude, sense of home, celebration

Act: courageously, present, inclusive, progressive, impact, effective, honest, mission, adaptable, bold, virtual interaction, love, play, compassionate, innovation, working in different ways, intentional

Ms. Whitney-Sanchez then requested that attendees mark which word from each column (look, feel and act) mean the most to them. Attendees marked them.

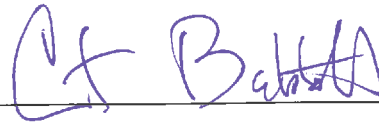
Chairman Babbott provided closing remarks and thanked the attendees for their participation.

Chairman Babbott left the meeting at 12:53 pm.

Lucinda Andreani provided closing remarks. She explained that the thoughts provided create a vision for the County. She also stated they are in the process of finalizing the diversity inclusion consultant. She also stated that the ground-rules, and processes to facilitate having the tough and meaningful conversations when we need to have those, need to be discussed.

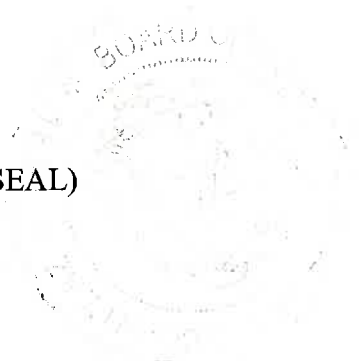
County Attorney Bill Ring spoke about naming it and owning it. He stated that this process is a mirror reflecting back on us. He explained that when we are these things discussed, we can attract and recruit talent, and in the future, we will be a talent pool. He stated it is important to treat people with professionalism and courtesy when having to have difficult conversations.

Vice Chair Lena Fowler adjourned the meeting at 12:58 pm.

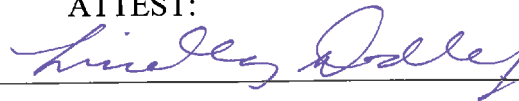


Art Babbott, Chair

(SEAL)



ATTEST:



Lindsay Daley, Clerk of the Board of Supervisors