

Staff/Council Relations

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Now What?

- There's You
- There's the Council/Board
- There's Staff



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Gather Information

- Take advantage of trainings
- Understand your form of government
- Ask what your form of government means for Council/Staff interactions



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Role Clarity is Critical

Understand, respect, & value the different roles



or



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Roles = Balance

- Elected Officials
 - Represent the will of the people
 - Ensure accountability & responsiveness
 - Set the direction of the organization
- Staff
 - Implement the direction
 - Technical expertise
 - Experience
 - Non-Political approach



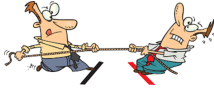
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Role Clarity is Critical

- Avoid micromanagement
- Avoid trying to control the governing body



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Role Clarity is Critical

- Understand you are only 1 person
- You are never not an Elected Official



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⚠ Caution – Personnel - Caution ⚠

- Honor the Chain of Command
- If the employee does not report to you
- If the employee does report to you – proceed cautiously
- Staff works for the community not individual elected officials



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Expectation vs. Reality

- The pace of business
- Operate under a microscope
- A lot has happened before you were elected
- The level of operations you need to know about
- Your passionate items will only come up a few times



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Strategies for Success

- One-on-one meetings
- Develop trust
- Communicate, communicate, communicate
- Don't assume



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Strategies for Success

- Have the hard conversations
- Surprise! – You do not need to "like" each other to work together professionally
- Respect technical expertise while thinking outside the box



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Strategies for Success

Communicate appreciation



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Group Dynamics

- Accountability is a group Responsibility
- Avoid = Dysfunction
- It is NOT staff's role to correct behavior



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Evaluations

- Do them
- Do them well
- Remember you are a group



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Parting Ways

- It is normal
- Have you been communicating?
- It will be in the media



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Use your Resources

- CML
 - Conferences
 - Webinars & Trainings
 - Publications
 - Phone Call
- Employee Listservs
- Peer cities



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