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**WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST**

Date: September 3, 2015

Weekly Agenda Date: September 8, 2015

DEPARTMENT HEAD / CITIZEN: Supervisor Jeremy Taylor

SUBJECT: **True Speak**

**ACTION REQUIRED:**

- Approve Ordinance
- Approve Resolution
- Approve Motion
- Give Direction
- Other: Informational
- Attachments

**WORDING FOR AGENDA ITEM:** Training for Leaders, Elected Officials, and Department Heads

**EXECUTIVE SUMMARY:** "True Speak" is a program developed by Mary Jo McGrath. McGrath Succeed Leadership program provides leaders with both practical tools and transformational approaches that allow them to communicate with and lead others to excellence. Honesty, compassion, accountability, as well as due process and just cause are at the core of every process. This systematic and ethical approach moves people the dominance of individual interests to outstanding personal and organizational performance.

**BACKGROUND:** With increased accountability, evaluations, and leadership standards, the Woodbury County Board of Supervisors has a unique opportunity to give some of the best training available in the country to its leadership including elected officials and department heads. As a way to learn of best practices from other organizations, we can learn from the Sioux City Community School District. The District implements True Speak with each of its administrators and other leaders. Dr. Kim Buryanek, Associate Superintendent, has completed "Train the Trainer" and personally trains administrators.

An expert in True Speak, Dr. Buryanek presented an overview last week, something that she has done with Chairman Mark Monson, Supervisor Jeremy Taylor, and Human Resources Director Ed Gilliland.

Such training will contribute to a highly professional workplace, increased accountability, positivity, better communication, and an ability to provide the best services to the public (part of our core mission). Dr. Buryanek has related that Mary Jo McGrath would be interested in coming to Woodbury County to provide the training.

**FINANCIAL IMPACT:** \$12,000 for 2-day training (group rate of 30).

This training would be two days back-to-back and not \$24,000. It was assumed that there would be two groups of 30. It would most likely take place the first week of October.

At a later date (perhaps as a joint venture with the Sioux City Schools), the Board could have 3-4 individuals engage in "train the trainer" for long-term sustainability.

**RECOMMENDATION:** I move the Board approve \$12,000 dedicated to this training from Gaming Revenues for True Speak and authorize the Chairman to receive a contract likewise subject to subsequent Board approval for the services rendered.

**ACTION REQUIRED:** Approve above motion.