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

Date: August 24, 2015

Weekly Agenda Date: September 1, 2015

DEPARTMENT HEAD / CITIZEN: <u>Supervisor Jeremy Taylor</u>		
SUBJECT: <b>True Speak</b>		
<b>ACTION REQUIRED:</b>		
Approve Ordinance <input type="checkbox"/>	Approve Resolution <input type="checkbox"/>	Approve Motion <input type="checkbox"/>
Give Direction <input type="checkbox"/>	Other: Informational <input checked="" type="checkbox"/>	Attachments <input type="checkbox"/>

**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 will present an overview, 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 and has agreed to breaking the groups into two and providing two Day 1 trainings back-to-back and then coming back for Day 2 back-to-back training. She is also interested in holding a Train the Trainer training in Sioux City at a cost to be determined.

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

**RECOMMENDATION:** The Board listen to the recommendations and consider additionally having 3-4 individuals engage in "Train the Trainer."

**ACTION REQUIRED:** None at this time.