

# Brisbane City Council Retreat

Saturday in January 28, 2012

9:00 AM – 1:00 p.m.

## Proposed Agenda

Mission Statement: We, the employees of Brisbane, are committed to providing quality public services, facilities and programs. We accomplish this by respecting community values and applying the necessary resources and commitment to meet prospective challenges and the expectations of the citizens and the business community of Brisbane.

TIME	AGENDA ITEM
9:00 – 9:15 AM	<ul style="list-style-type: none"><li>• Agenda and evaluation handouts</li><li>• Continental Breakfast</li></ul>
9:15	<p><b>Welcome/introductions</b></p> <p><b>Review Purpose of the Meeting:</b></p> <ul style="list-style-type: none"><li>• <i>Vision of the Council: relationship/style/procedures</i></li><li>• <i>Focus for the future</i></li></ul> <p><b>Agenda Review</b></p> <p><b>Group Agreements</b></p>
9:30 Council members share limited to 5 minutes each	<p><b>Council Members reflection</b></p> <p>Each Council member will have an opportunity to briefly share:</p> <ol style="list-style-type: none"><li>1. What I appreciate about Brisbane and living in Brisbane</li><li>2. Challenges I see for the City</li><li>3. Hopes and Dreams for the future: long term vision for the community</li><li>4. What I'd really like to get out of this retreat</li><li>5. My resolution for the coming year as a City Council Member</li></ol>

10:00	<p><b>Style Exercise</b></p> <ul style="list-style-type: none"> <li>• Council members explore different styles</li> <li>• Identify common ground</li> <li>• How each Council member's style could enhance the Council – positive impact</li> <li>• How member's style might be a challenge</li> <li>• How Council members could support each other</li> </ul>
10:45	<p><b>Vision/Mission/Values</b></p> <ul style="list-style-type: none"> <li>❖ Review Mission Statement</li> </ul> <p>Does Mission Statement reflect current Council?</p>
10:55	<p><b>BREAK</b></p>
11:10	<p><b>Council Roles &amp; Needs &amp; Expectations of Staff</b></p> <ul style="list-style-type: none"> <li>• Role as Policy Maker</li> <li>• Any orientation needed</li> <li>• Information needed from staff</li> <li>• Analysis from staff</li> </ul>
11:30	<p><b>Council Member Priorities</b></p> <ul style="list-style-type: none"> <li>• Big Rocks exercise</li> </ul>
12:00	<p><b>Council Goal setting</b></p> <ul style="list-style-type: none"> <li>❖ Areas of focus</li> </ul>
12:30	<p><b>Council Effectiveness</b></p> <ul style="list-style-type: none"> <li>❖ Fast forward to December 2012 <ol style="list-style-type: none"> <li>1. How will the Council measure its effectiveness?</li> <li>2. What would make you proud of your work on the Council?</li> <li>3. What would you need from other Council members in order to meet this criteria?</li> <li>4. How could you help other Council members to meet their criteria?</li> <li>5. What do you need from the Community?</li> </ol> </li> </ul>
12:45	<p><b>Next Steps</b></p>

12:50	<b>Appreciations</b> <ul style="list-style-type: none"><li>• What I really appreciate about the other members who serve with me on the Council</li><li>• What did you learn about each other?</li><li>• One thing you will do within the next week to honor a New Years Resolution</li></ul>
1:00	Close Thanks Evaluation

Meeting Facilitated by PCRC 650-513-0330 [www.pcrcweb.org](http://www.pcrcweb.org)



Peninsula Conflict Resolution Center  
Empowering people. Building relationships. Reducing violence.

# Working Styles Wheel

## A DESIGN FOR UNDERSTANDING INDIVIDUAL DIFFERENCES AND GROUP STRENGTHS

This presentation of the Working Styles Wheel is based on the Medicine Wheel used by the people of the Lakota Nation.

The Working Styles Wheel explores individual differences in the way we approach teamwork.

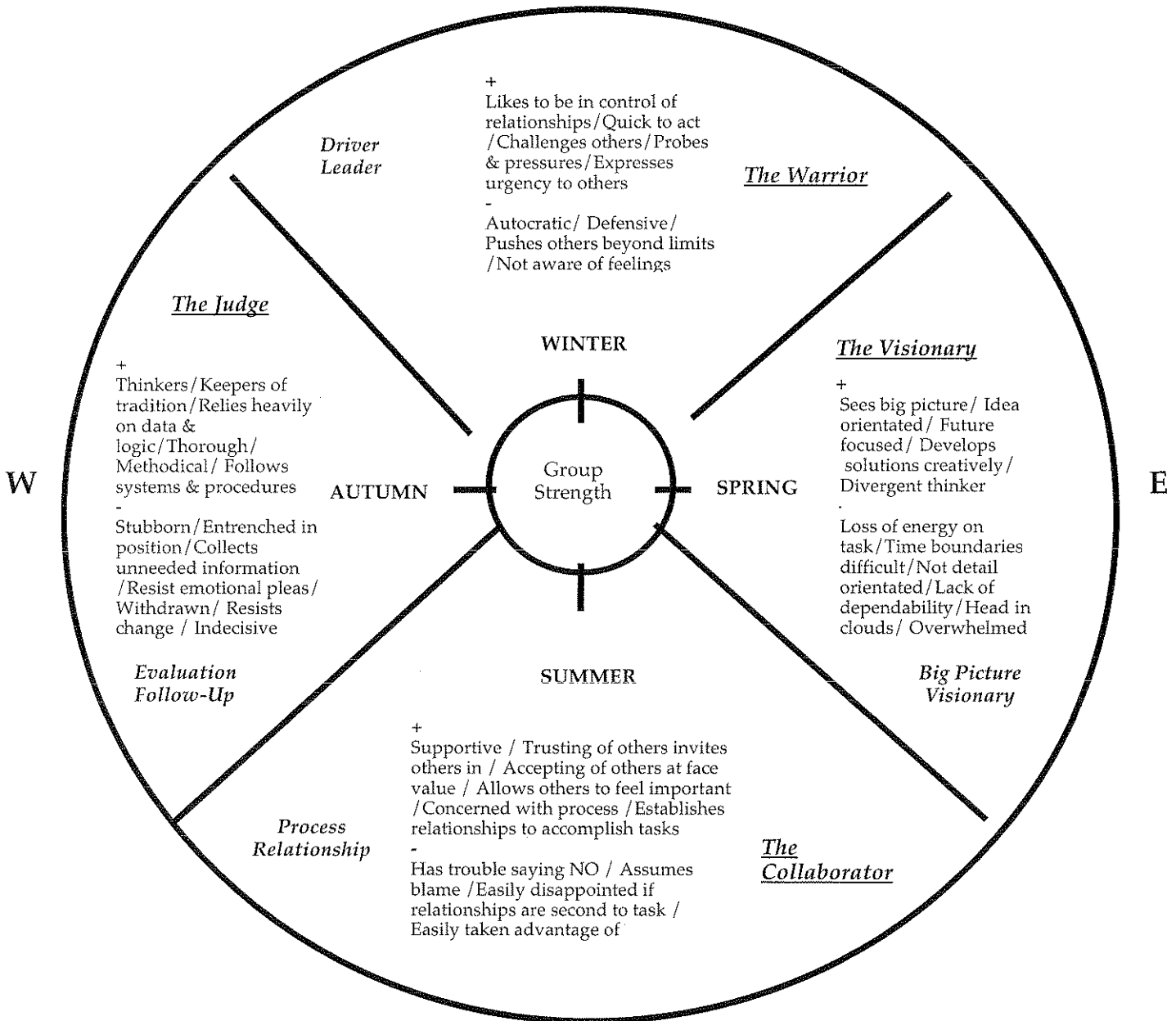
The Wheel identifies four different styles of interacting. The major compass directions differentiate the styles. Each compass point is also associated with a season. Each season has different attributes.

The four directions become descriptive of the varied ways in which people experience the world and operate in it. Understanding these differences can enhance our working relationships.

We begin to see why we experience confusion, discomfort or frustration when confronted with people whose ways of seeing the world and operating in it are different from our own. If we value all skills and styles as important contributions to a group's work, we can experience diversity as a strength rather than as an impediment.

# Working Styles Wheel

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# THE FOUR DIRECTIONS ARE:

## *North - Winter*

These are people who like to take control of a task and act quickly through it toward the goal. Full of courage and endurance, they take risks and are good motivators of others. *(North people may be autocratic and unaware of others feelings, pushing them beyond their limits.)*

## *East — Spring*

These are innovative, creative people...visionaries with new ideas. They are expansive thinkers, easily able to see the big picture. *(East people may lose track of the practical steps toward accomplishing a vision, ignoring the details of follow through.)*

## *South — Summer*

These people are known to be collaborative and supportive. They are trusting, sensitive to others' feelings and concerned with creating positive work environments. *(South people may mire themselves in interpersonal relationships, losing track of the task at hand while they busy themselves "saving" others.)*

## *West — Autumn*

These are people who are analytic, methodical and introspective. They are practical and pragmatic, basing their decisions on data and logic. *(West people may fall prey to "analysis paralysis" and be unable to make decisions. They may be stubborn and unwilling to accept new ideas.)*

**While we may feel more comfortable in a particular compass point on the Working Styles Wheel, we often travel around the wheel during our lifetime, learning to use elements & skills of the other directions as we grow or as situations demand.**

## Questions for use with Working Styles Wheel Design

1. What are the strengths of your style?
2. In what ways does your style need to change/improve/develop?
3. With which other styles on the Working Styles Wheel is it most difficult for you to work with?
4. What should others know about you and your style in order to work well with you?