

**FAYETTEVILLE CITY COUNCIL
STRATEGIC PLANNING RETREAT MINUTES
BOTANICAL GARDENS
536 N. EASTERN BLVD., FAYETTEVILLE, NC
SEPTEMBER 6, 2018
8:00 A.M.**

Present: Mayor Mitch Colvin

Council Members Kathy Jensen (District 1); Daniel Culliton (District 2); Tisha S. Waddell (District 3); D.J. Haire (District 4); Johnny Dawkins (District 5); William J. L. Crisp (District 6); Larry O. Wright, Sr. (District 7); Theodore Mohn (District 8)

Absent: Council Member James W. Arp, Jr. (District 9)

Others Present: Douglas Hewett, City Manager
Karen McDonald, City Attorney
Kristoff Bauer, Deputy City Manager
Jay Reinstein, Assistant City Manager
Rebecca Jackson, Strategic Performance Analytics Director
Lydian Altman, Consultant, UNC School of Government
Dale Smith, Consultant, UNC School of Government
Pamela Megill, City Clerk
Members of the Press

CALL TO ORDER

Mayor Colvin called the meeting to order at 8:00 a.m. and welcomed everyone in attendance.

BECOMING A HIGH PERFORMING ORGANIZATION

Ms. Lydian Altman and Ms. Dale Smith, Facilitators of the meeting, provided an overview of the objectives of the meeting:

1. Contribute towards the definition of high performance for our City.
2. Identify Council and Senior Management Team roles in supporting and sustaining a high performance organization.
3. Clarify commitment for taking this work forward.

Discussions were held on the following subjects:

1. Ten Characteristics of Great Organizations
2. What is Performance Management?
3. Performance Culture, Performance Management and Personal Professional Development
4. High Performing Characteristics
5. Upholding and Sustaining a Culture of High Performance
6. Core Values as Fundamentals

ADJOURNMENT

There being no further business, the meeting adjourned at
11:20 a.m.