

**CONTINUATION OF COUNCIL RETREAT MEETING SESSION  
PUBLISHED BY THE AUTHORITY OF THE CITY COUNCIL  
OF BLOOMINGTON, ILLINOIS  
MONDAY, DECEMBER 17, 2007; 4:40 PM**

**1. Call to order**

The Council convened in Regular Session-Continuation of Council Retreat in the Council Chambers, City Hall Building, at 4:40 p.m., Monday, December 17, 2007.

**2. Pledge of Allegiance to the Flag**

The meeting was opened by Pledging Allegiance to the flag followed by a moment of silent prayer.

**3. Remain Standing for a Moment of Silent Prayer**

Mayor Stockton requested those present to remain standing for a moment of silent prayer.

**4. Roll Call**

Mayor Stockton directed the City Clerk to call the roll and the following members of Council answered present:

Aldermen: Steven Purcell, Jim Finnegan, Judy Stearns, Karen Schmidt, David Sage and Mayor Stephen F. Stockton.

Absent: Aldermen Jim Fruin, Kevin Huetten, and Allen Gibson

Staff present: Tom Hamilton, City Manager, Brian Brakebill, Deputy City Manager, Todd Greenburg, Corporate Counsel, Brian Barnes, Finance Director, City Clerk Tracey Covert, and other city staff were also present.

**5. Continuation of Council Retreat: City Vision, Strategic Planning and Goal Setting.**

Laural Manegre and Sherry Atteridge from Inside Results, LLC provided a presentation on Awareness, which was related to the retreat discussion. They spoke about long term visioning, retracting victim statements, similarity agreements, and foundational curriculum with expectations. We can make things happen with self-efficacy and there is a tie to leadership. Results are directly related to self-efficacy--we can improve thinking and improve results. We assist organizations that have the desire to transport and have to sustain constructive culture to improve bottom-line results. Change can be overwhelming and requires energy. If you withdraw, you can go back to old ways of doing things.

The Four (4) Steps of Growth:

1. Self-examination insights; Expectation – what is possible self-concept?
2. Change from within individual natural tendency to push back
3. Position change appropriately; be careful
4. Position change effectively, minimize resistance

Ms. Manegre noted that 21% of employees are engaged, while 38% of employees are only partially fully engaged. There is a link between engagement and financial performance. The number one (#1) element found to drive engagement is the extent to which employees believe management is sincerely interested in well-being. Only 10% of employees felt so, while over 50% felt “managed” and/or “treated as if they don’t matter.”

Other drivers to engagement are: a clear picture, including opportunities for career and career development and a reputation as a leader who strives for excellence in eyes of employees, customers, and world at large.

Some limiting beliefs from Leadership are that ideas can only come from top and that “we know best”. Employees can think that there is no place to move up and that “my opinion doesn’t matter”. The community may have fear of rejection, fear of the unknown, and feel that that items may cost too much. Children may feel like they need to be like others and that is not always achievable. Ms. Manegre described the Particular Activity Beliefs System.

A Leader asks what is significant to me, puts goals first (and know what looking for), then finds through a filter. This behavior is tied to strategic planning.

Process:

- What is ideal?
- Why is it wanted
- Focus on the goal
- Invent the how
- What is significant to get through the filter?
- What are you looking for?

It is important to look at vision/big picture and celebrate (set) milestones as it builds energy.

The Model of Brain involves the conscience, subconscious, and creative subconscious. We make decisions on the future based upon past experiences. In order to change results, we have to change our minds first to change our behavior. In addition to these items, you also need to look at Organizational Effectiveness, Group Effectiveness, and Individual Effectiveness.

Everything below the conscious level is culture. Your culture should share beliefs and values and use them as guides. To identify culture, you need to look at the structures of City Administration, as well as staff and elected officials. There are generally two (2) types of culture: defensive (or inactive, reactive, nonadaptive) and constructive. Culture can be measured by Red, (aggressive/defensive/sarcasm), Green, (passive/defensive) and Blue (constructive). The goal is to shrink red/green and grow blue.

Leadership Style

	<b>Internal</b>	<b>External</b>
Individual	Potential to change	Behavior change
Organization	Culture	Social systems

You need to determine thought patterns that hold you back. What is your belief? Think positively and causatively. Visualize the ideal.

Mayor Stockton noted that it was difficult to find time to develop vision. He recommended that we ask staff to vision with the Council as the pusher and Staff as a guide for process. It needs to be a cooperative venture. City Manager Tom Hamilton suggested that specific things, such as “quality of life” can provide input and can begin dialogue. We need to look at: what are the priorities? Do we have the necessary resources? What is the timeline? Mayor Stockton agreed that we need to get vision, but need input.

Laural Manegre acknowledged that they need input from everyone. Look for talent that has collaborative and facilitative style that would satisfy needs. Be values based and transform culture to blue area.

Karen Schmidt, left 6:30pm

Mayor Stockton noted that City Manager Tom Hamilton would be discussing with staff and thanked Inside Results, LLC for their time and presentation.

No motion was recorded. Meeting adjourned 6:35pm.

**CITY OF BLOOMINGTON**

**ATTEST**

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Tari Renner, Mayor  
for Steve Stockton former Mayor

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Cherry L. Lawson, City Clerk  
for Tracey Cover, former City Clerk