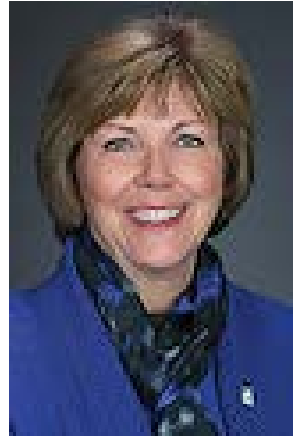
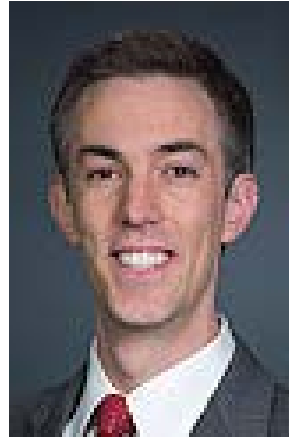


Wake County Board of Commissioners

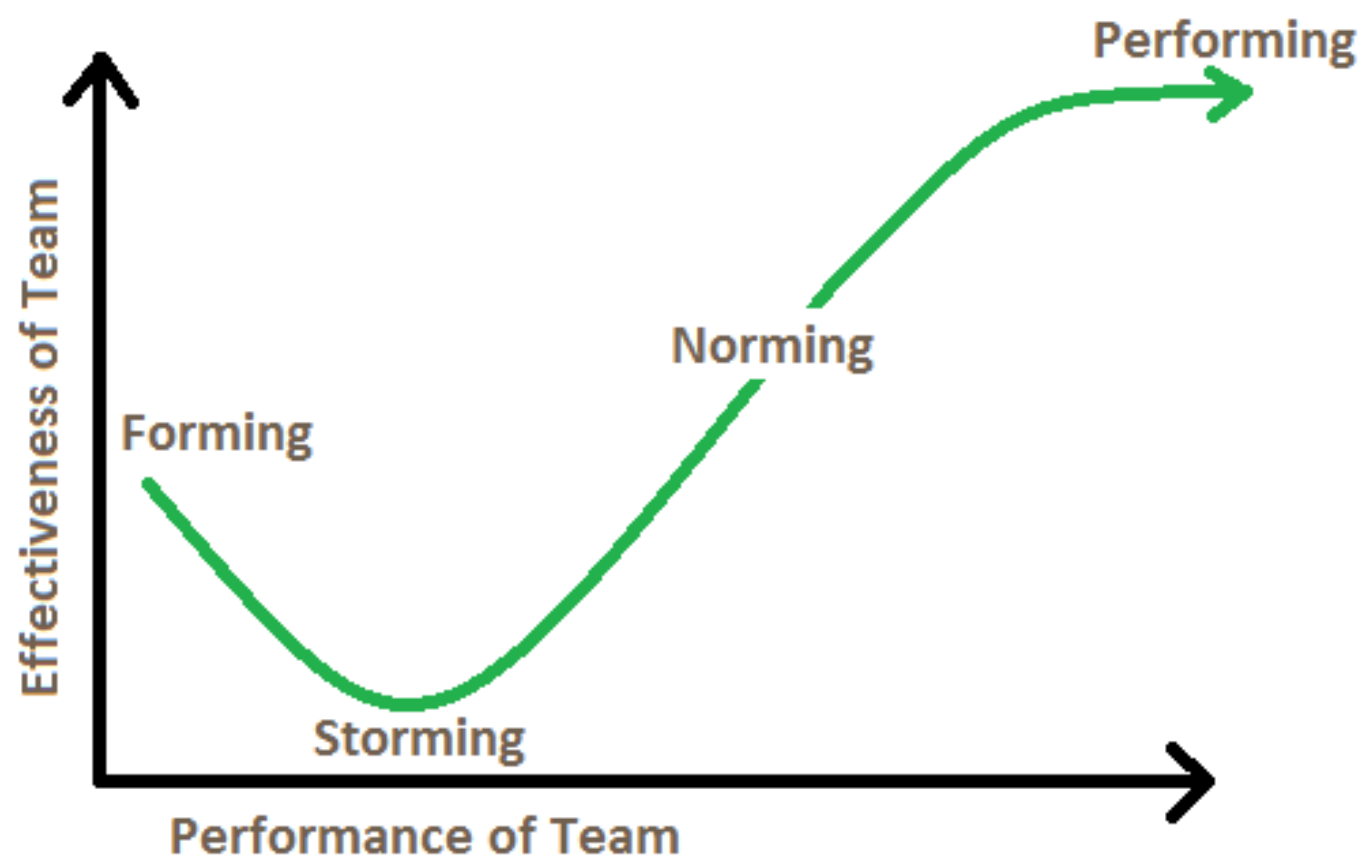
2021 Retreat
Stronger and Focused

Stronger
Together





Tuckman's Team & Group Development Model





Build Relationships

Set Priorities

Learn
Wake
Demographics

Build
Stronger Board

Focus
Priorities





*Sharon Peterson, Long
Range Planner*

*Bill Shroyer,
Senior GIS Analyst*

BREAK TIME!



what do
YOU
expect?

Unified, cohesive, & successful Board

Establish relationships and trust

Align policies & County needs

what do
YOU
expect?

Create shared values

Prioritize policies

Set Goals

what do
YOU
expect?

what do
YOU
expect?

Anything Else?





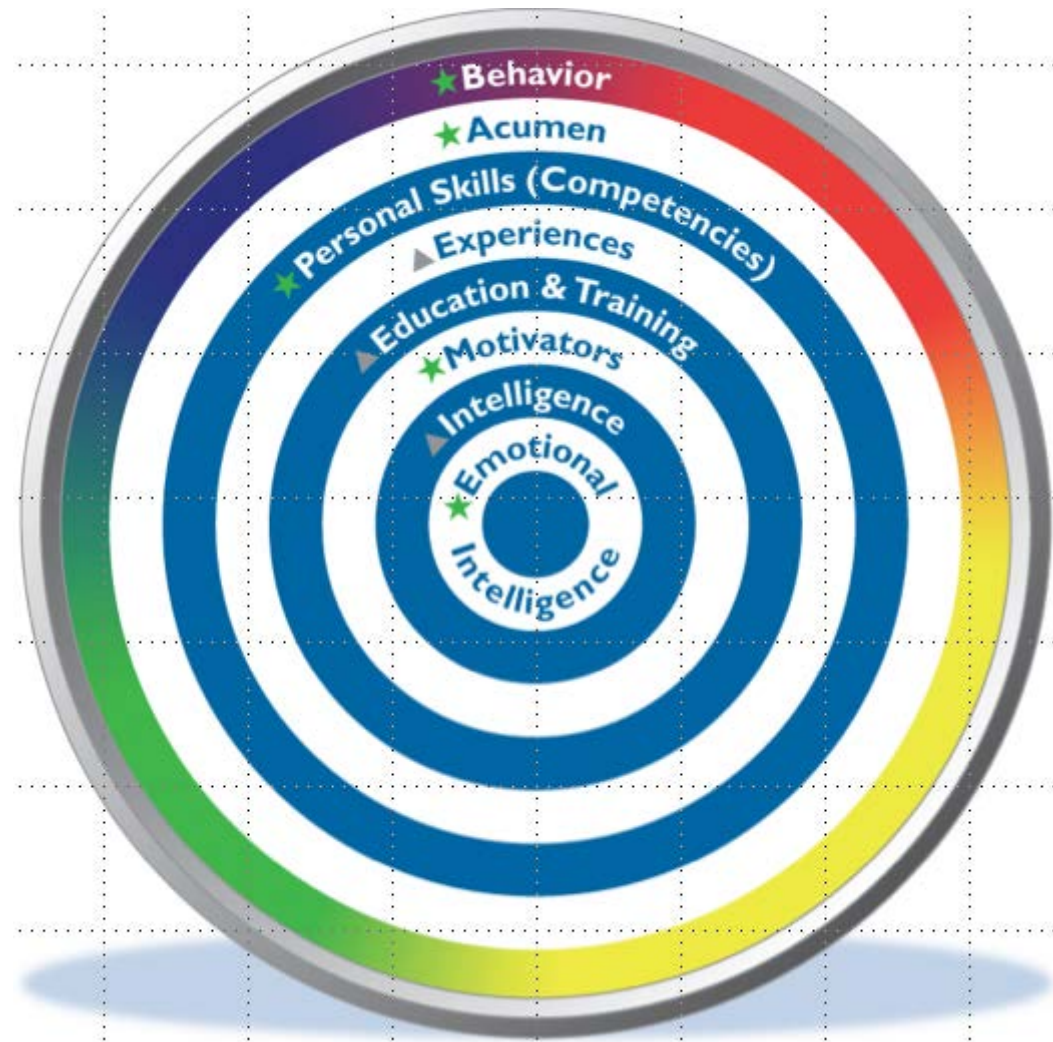
Pandemic's impact
Shrinking budgets
Tax increases
Advancing other priorities



Interrelationship of everything
Recognize the positive
Public's perception



Anything Else?





The image depicts a large iceberg floating in a dark blue ocean under a cloudy sky. The small, white tip of the iceberg is labeled 'IQ' in red. The much larger, submerged portion of the iceberg is labeled 'EQ' in yellow. A white, wavy line runs vertically along the left edge of the image.

IQ

EQ



Dominance

How you handle **problems** & challenges



Influence

How you handle **people** & influence others



Steadiness

How you handle change & **pace** yourself



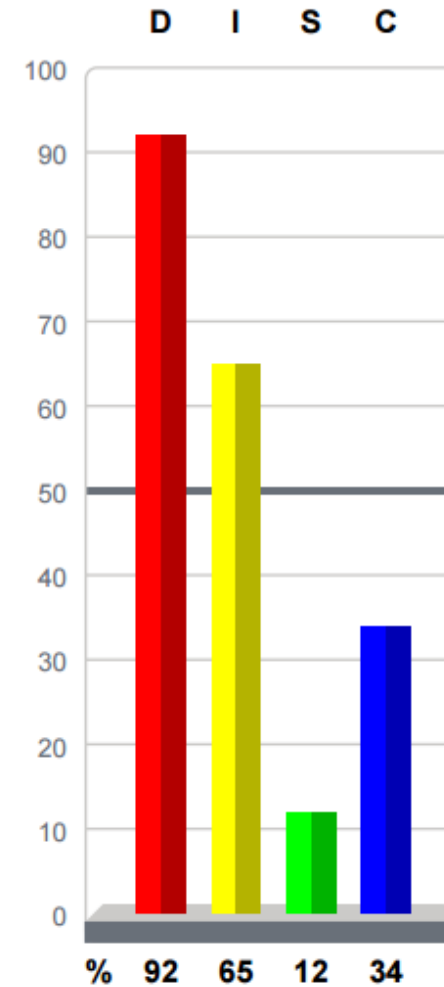
Compliance

How you handle rules & **procedures** set by others

DISC Behaviors

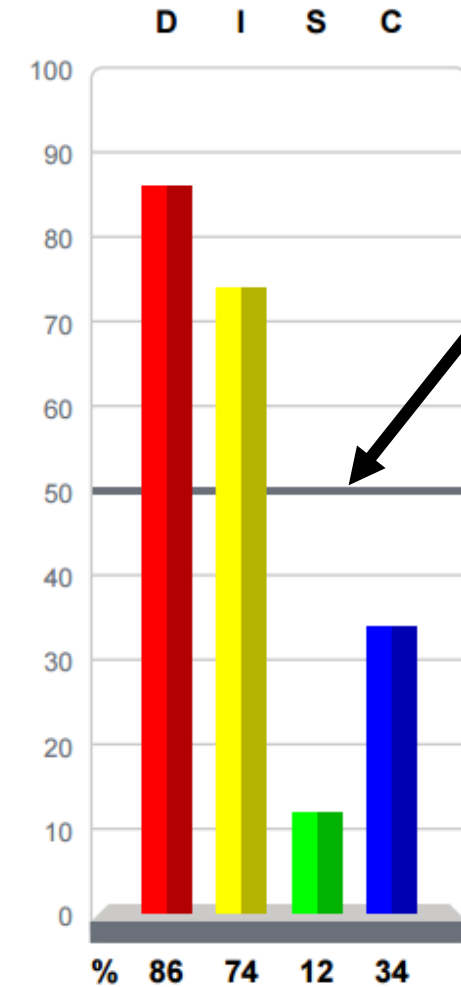
Adapted Style

Graph I



Natural Style

Graph II



Energy
Line

Norm 2015 R4



KNOWLEDGE



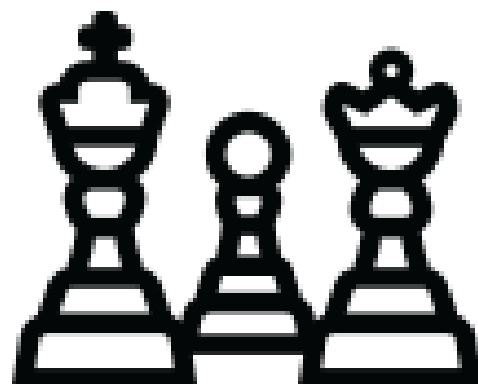
UTILITY



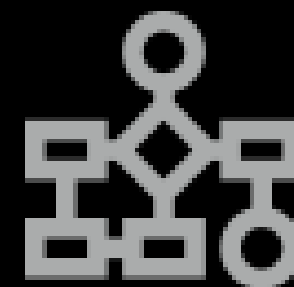
SURROUNDINGS



OTHERS

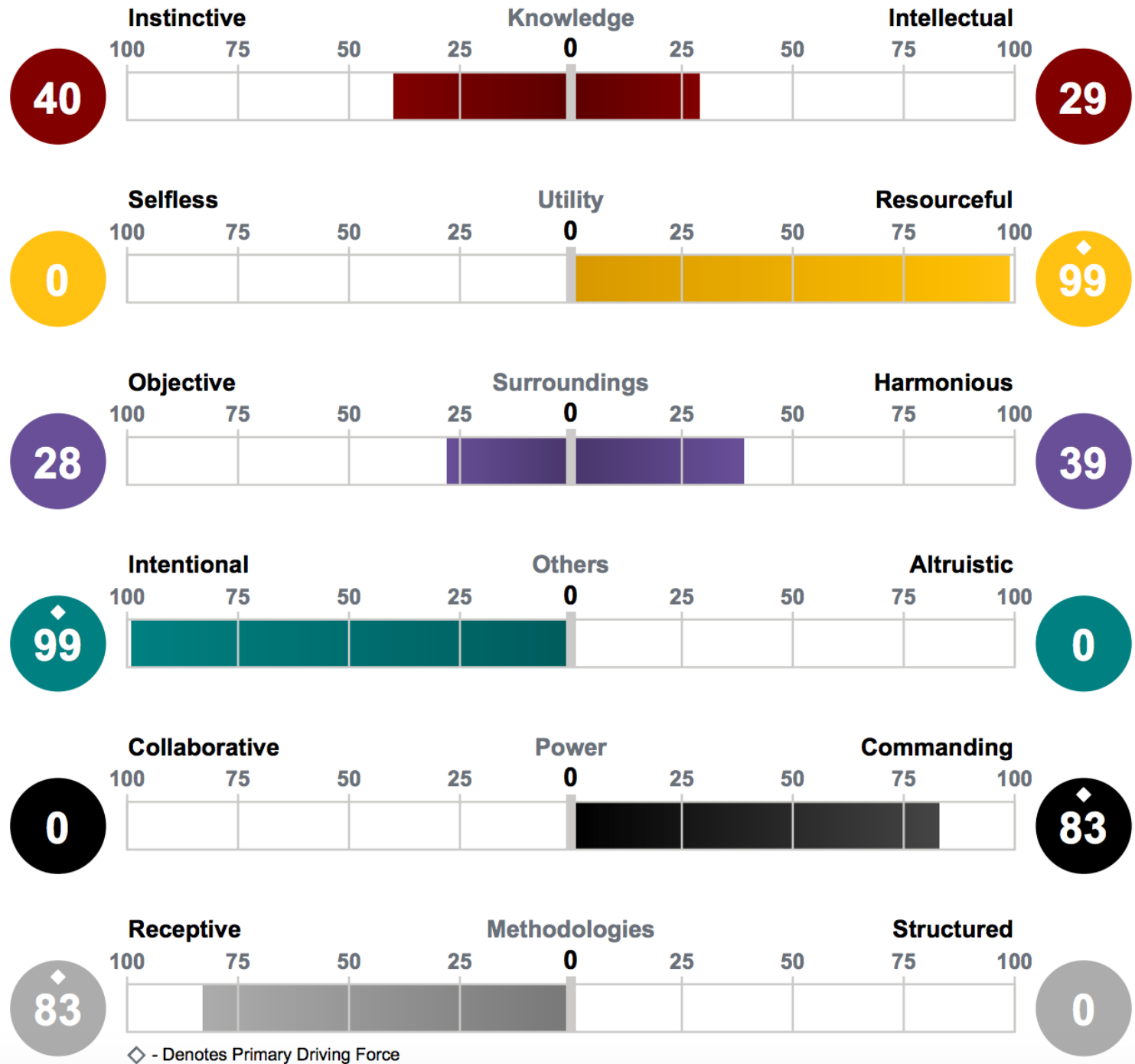


POWER



METHODOLOGIES

Driving Forces





TTI
SUCCESS
INSIGHTS®

Talent Insights®

Team Report

Board of Commissioners
Wake County Government
12-16-2020

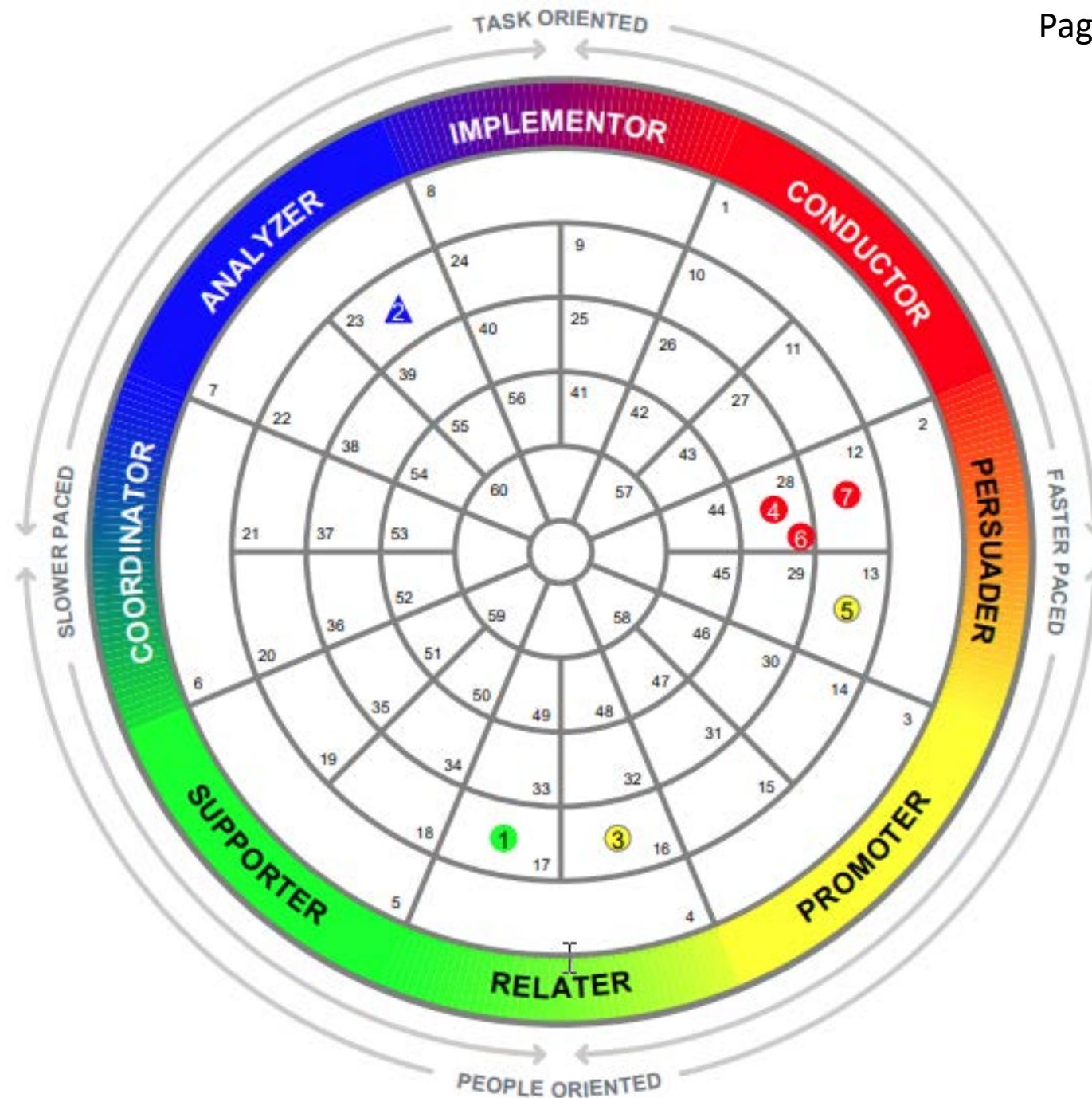
Helping People Work Better Together
Raleigh Consulting Group, Inc.
4821 Rembert Drive
Raleigh, NC 27612
919-740-2939
alwon@raleighconsulting.com



GUIDING CHANGE FOR OVER 25 YEARS



Natural

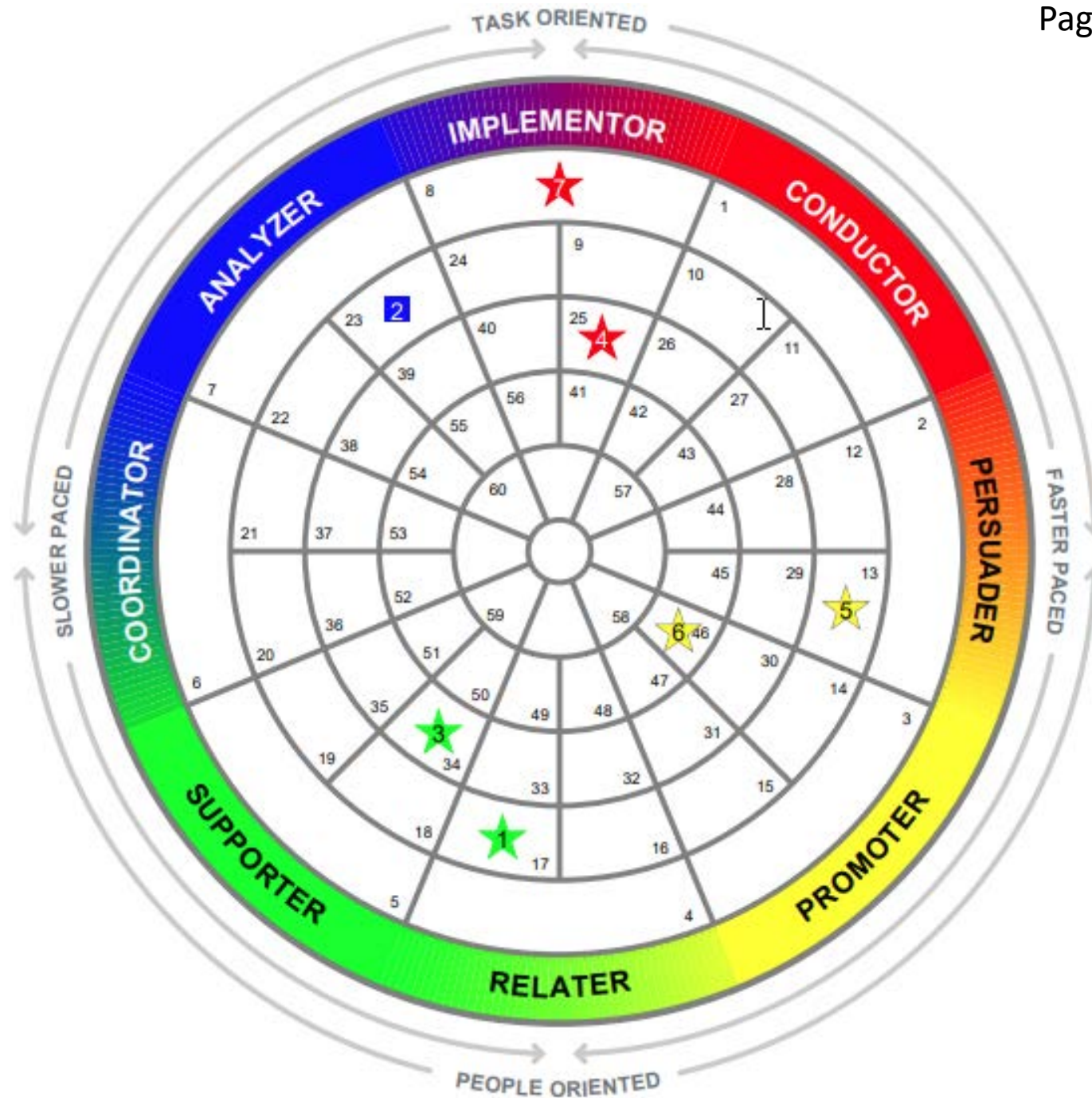


1. Vickie Adamson
2. Matt Calabria
3. Maria Cervania
4. Susan Evans
5. Sig Hutchinson
6. Shinica Thomas
7. James West





Adapted



1. Vickie Adamson
2. Matt Calabria
3. Maria Cervania
4. Susan Evans
5. Sig Hutchinson
6. Shinica Thomas
7. James West

Behavioral Characteristics	Team Avg.	M. Calabria ●	V. Adamson	M. Cervania	S. Evans	S. Hutchinson	S. Thomas	J. west	Mean
Interaction	68	35	80	80	65	100	55	60	60
Versatile	65	47	55	55	77	100	57	65	54
People-Oriented	64	50	90	90	55	50	55	55	65
Frequent Change	64	50	58	45	78	100	58	62	52
Urgency	61	59	28	19	98	100	59	66	43
Competitive	61	60	40	20	75	90	70	70	49
Customer-Oriented	58	42	83	87	48	37	58	53	64
Following Policy	51	70	52	65	45	18	58	50	60
Persistence	50	65	53	60	40	20	58	52	61
Consistent	47	62	58	68	32	10	52	48	61
Analysis	44	80	30	40	45	10	55	50	53
Organized Workplace	42	85	25	35	32	15	55	50	51

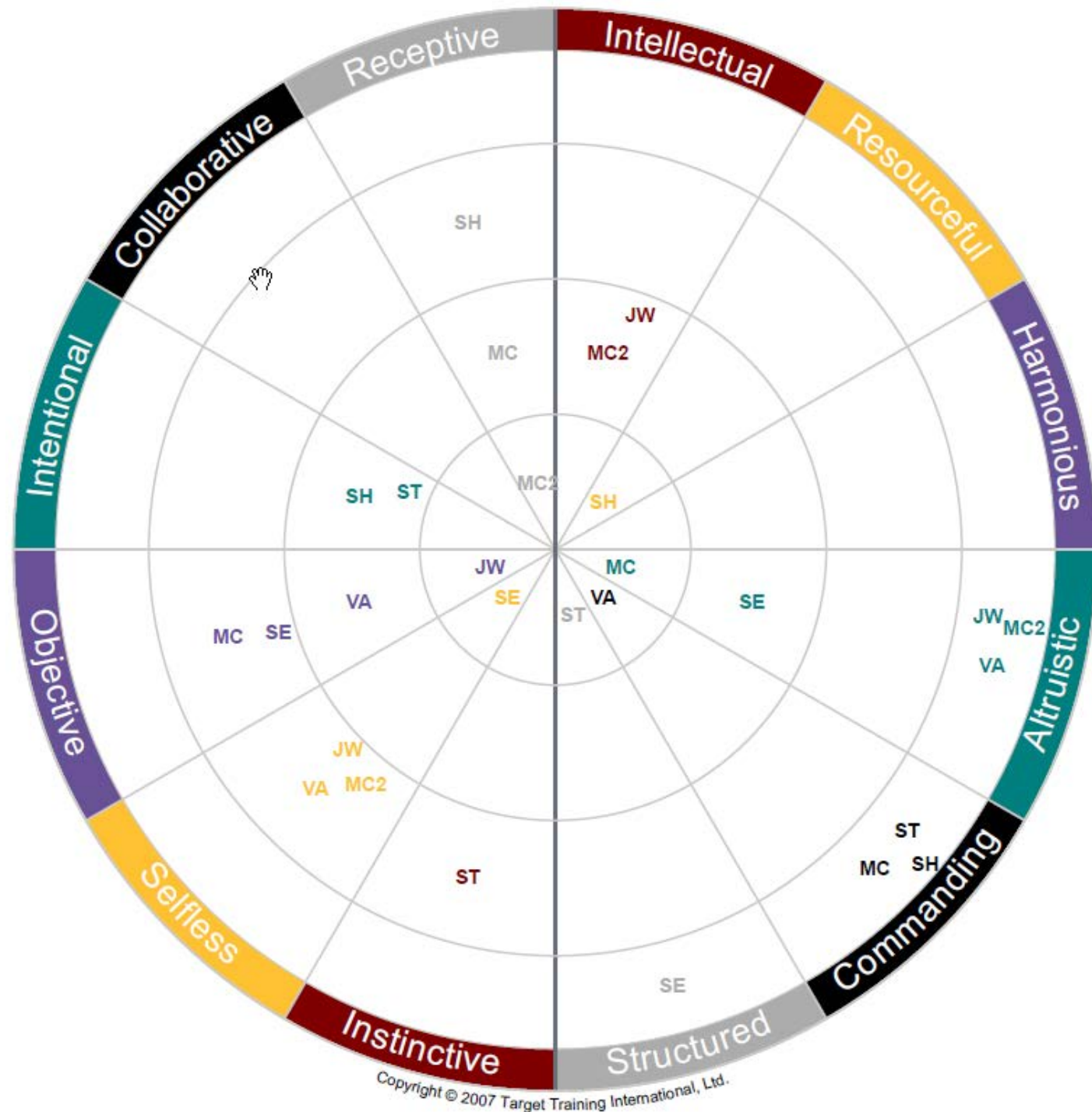
Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



- #1 Driver: Outer Ring
- #2 Driver: 2nd Ring
- #3 Driver: 3rd Ring
- #4 Driver: Inner Ring

Driving Forces

	Team Avg.	M. Calabria	V. Adamson	M. Cervania	S. Evans	S. Hutchinson	S. Thomas	J. west	Mean
Altruistic	60	68	86	96	67	12	24	64	33
Commanding	59	82	53	29	25	94	85	43	50
Objective	55	81	64	38	71	31	47	51	50
Selfless	54	22	71	90	67	18	47	64	40
Receptive	48	74	39	69	0	83	31	42	46
Instinctive	42	56	44	0	46	53	62	32	29
Intellectual	38	22	29	81	35	24	19	54	54
Structured	37	17	43	6	89	11	49	43	38
Resourceful	30	56	18	0	24	64	36	11	42
Harmonious	28	6	21	39	11	44	38	35	35
Collaborative	26	0	26	53	54	0	6	43	35
Intentional	25	18	6	0	12	65	57	18	51

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Team Leader

BREAK TIME!



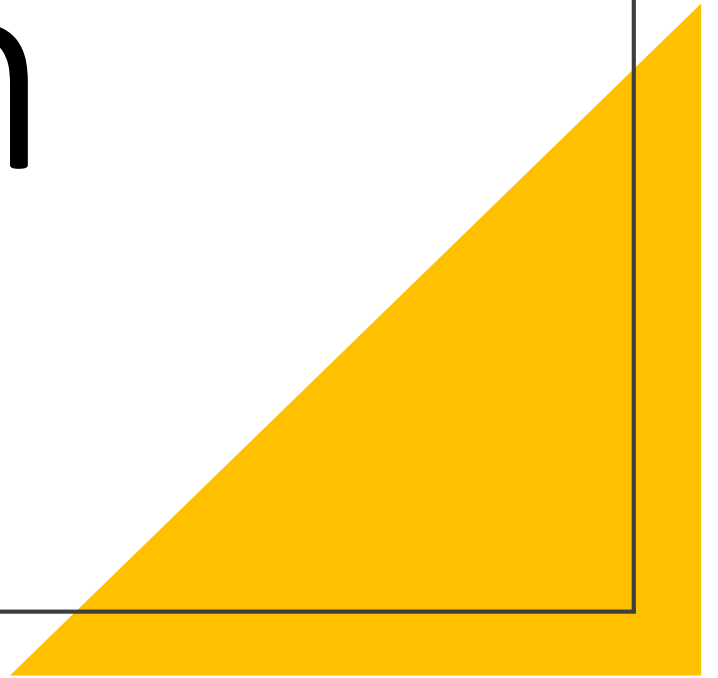
Talent Insights® Comparison Report



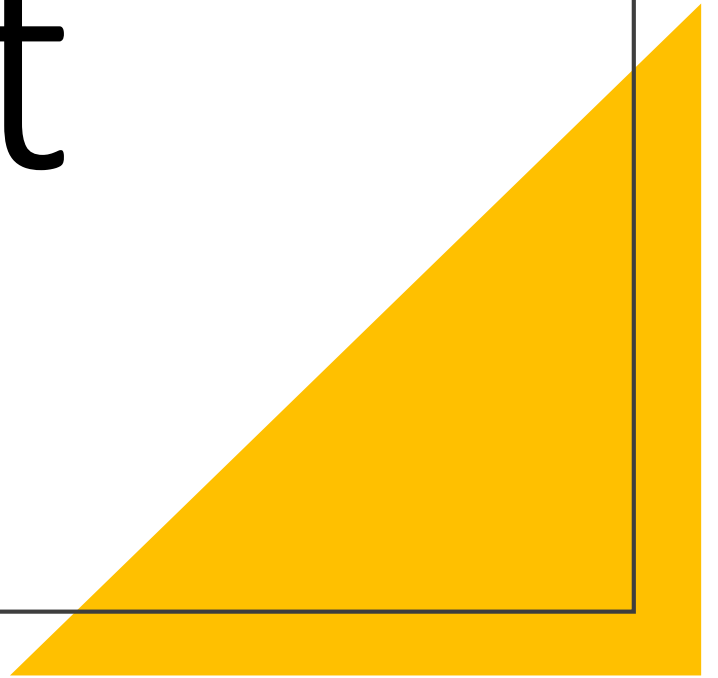
Checklist for Communicating



Value to the Organization



Ideal Environment



See Yourself as
Others Do





Capitalize on similarities
and differences

Communicate well, often

Overcommunicate





Seek the common good

Empower each other

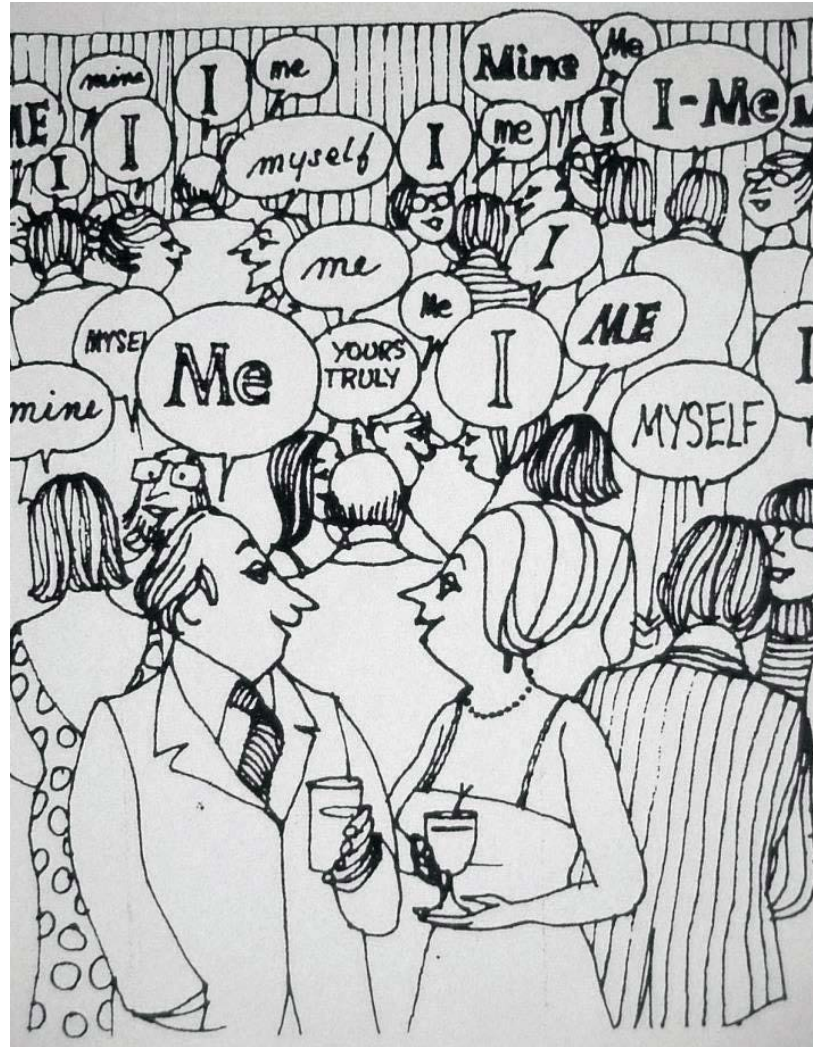
Respect other's interests

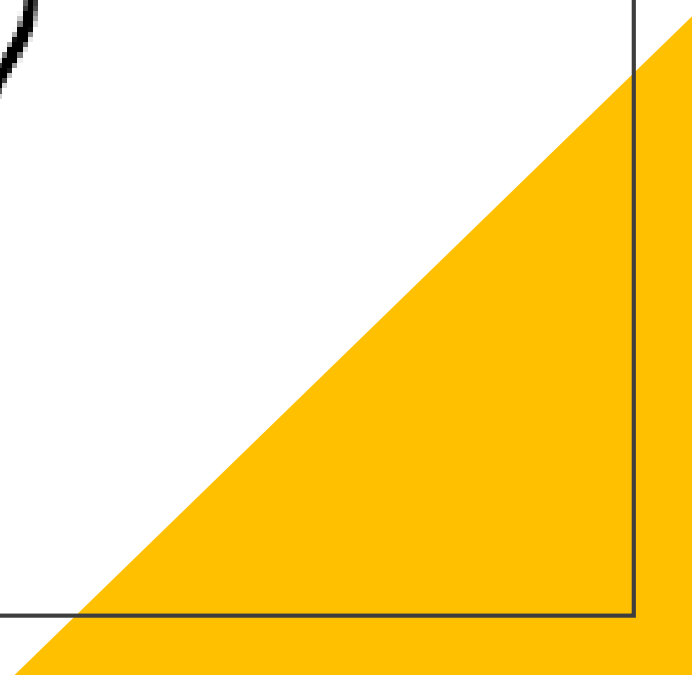
Assume positive intentions



Anything Else?

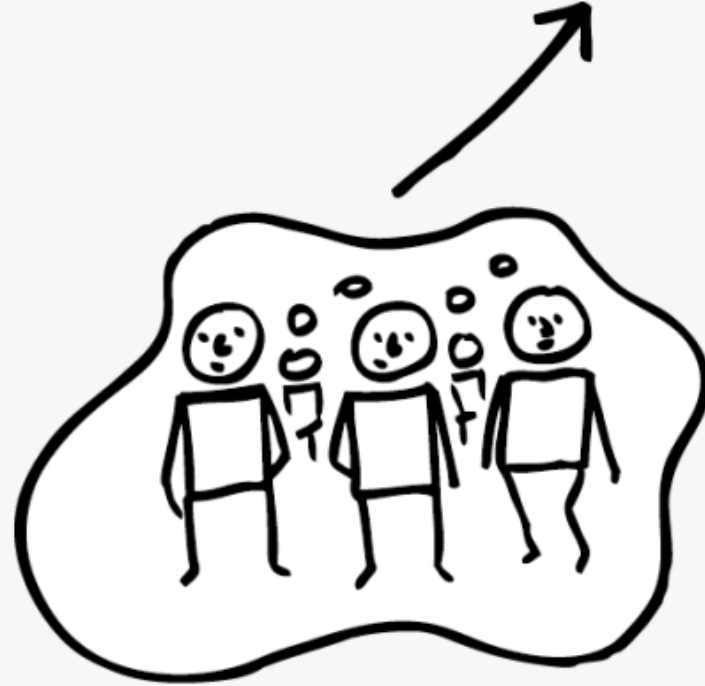




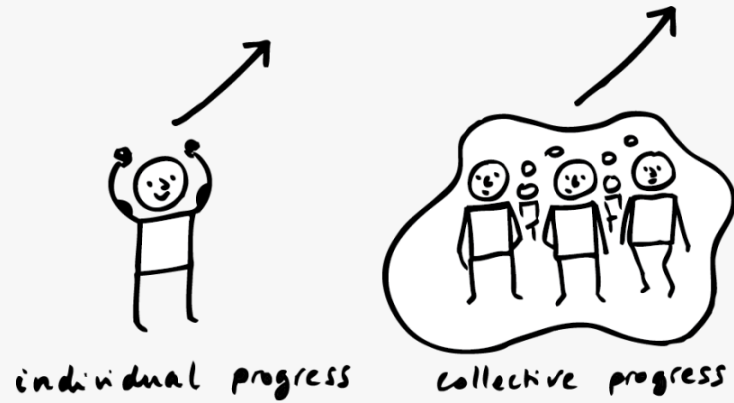




individual progress



collective progress



We are a team
We can't get everything we want
Don't stop at four
Together we do more



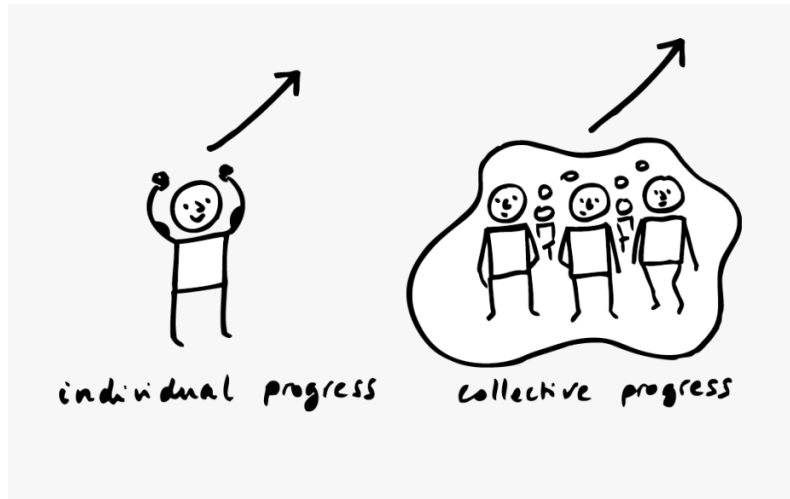
Ask, “Who is not in the room?”

Include, so others don't feel excluded

(Allow others to decide not to be included)

Praise hard workers

Don't take things personally



Anything Else?

The **FIVE** DYSFUNCTIONS *of a* TEAM

by PATRICK LENCIONI





Instability in governing

Social media "I's"

Taking credit for other's work

Personal and public consternation



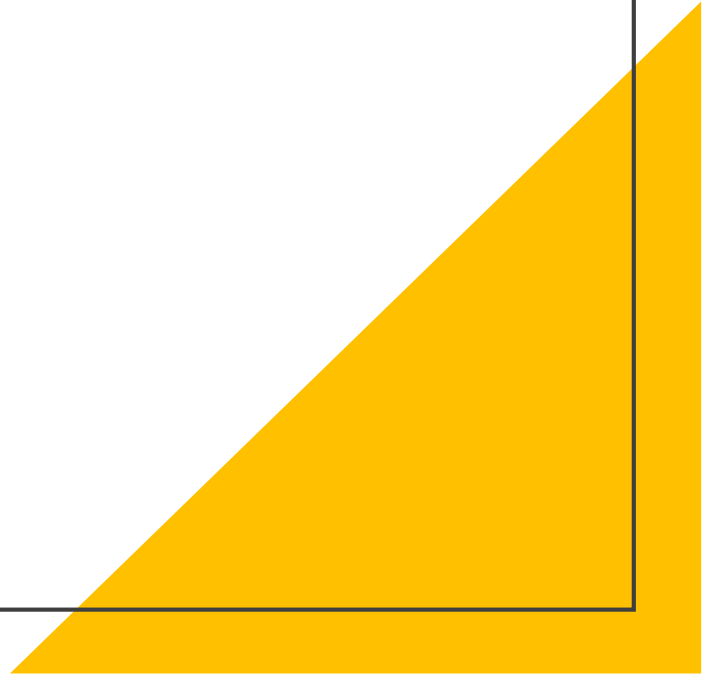
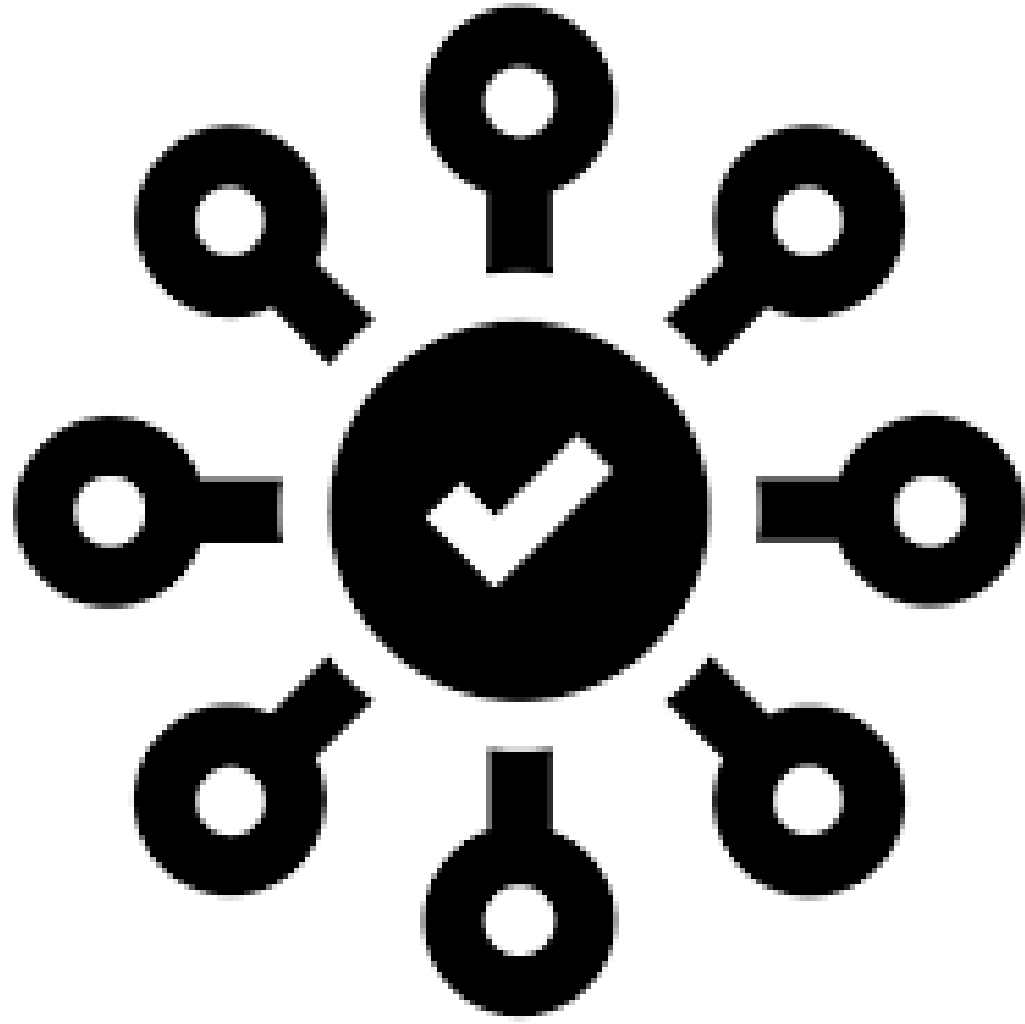
Listening only to one side

Not validating facts

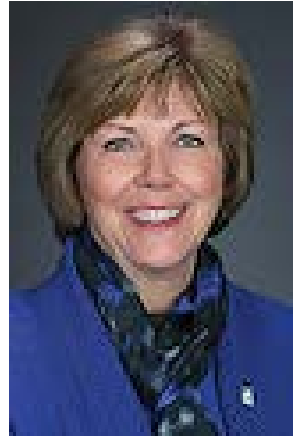
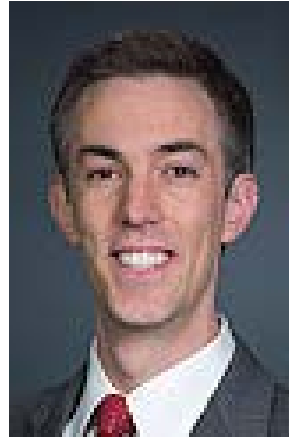
Thinking disagreements are pathology



Anything Else?



Stronger
Together





Set
Priorities