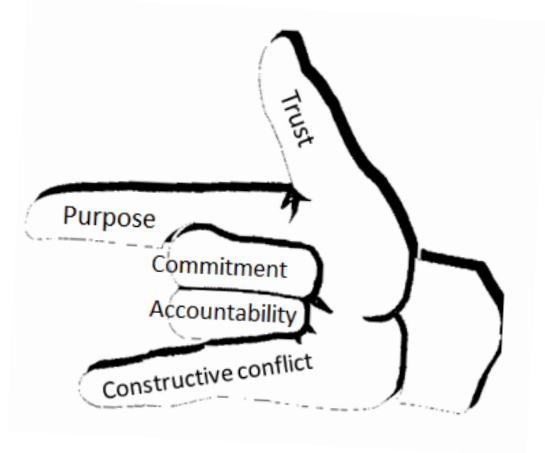


# Elected Officials Leadership Discussion February 15<sup>th</sup> 7:00 – 9:30PM Tolland Intermediate School

**Purpose: Build upon where you agree**

## 1 Affirm our working agreement



## 2 Activate your concerns

In your mind's eye, return to the place you where you last were thinking hard about our budget process. Recall what was most on your mind. In groups of two, share BOTH what you were thinking and what you were feeling.

We'll hear a few of your answers.

## 3 Construct your goal

... to strive for. We may or may not get there.

- Read the straw-man goal statement below. Working with a new partner, using the DRAFT handout, the circle what is most important. Change and add what isn't.
- Combine with another pair, without word-smithing, work to adopt a DRAFT goal. We will hear your ideas

**DRAFT**

### BOE, Town Manager & TC supports and town votes in one budget.

- Our budget maintains current level of school and town services and any increases are defensible.
- Our budget is perceived as efficient and includes alternative ways of delivering service.
- Our budget is transparent with respect to costs and priorities.
- Our budget is responsible to the residents and students of Tolland while being fiscally minded.
- Our budget is a direct investment in our town's sustainable future.
- Our budget is \_\_\_\_\_

- Our budget is \_\_\_\_\_
- Our budget is \_\_\_\_\_

### 4 Appraise our shared goal

Before we move on, image for a minute that we have achieved this goal. Take a short time to own the benefits that you will incur.

On the flip side, flash forward and this goal has not been realized. What are the consequences to you... to Tolland?

We will hear a few of your answers.



**Checkpoint**

### 5 Develop your plan

- A. With a new partner brainstorm your top few obstacles between us and our goal. We will hear your answers.
- B. With a new group of four, use the flip chart paper provided to develop possible solutions for one obstacle. Develop a strategy using your best solutions. We will further refine your DRAFT plan with the whole group.

#### A. List of obstacles

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(use the flip chart paper provided)

**B. One obstacle:**

#	Possible Solution	Specific Action steps (Who does what when?)
1		
2		
3		
4		

**6 Write your next step**

Take a silent minute to reflect on the past few hours. With that in mind, decide what is most useful to carry forward, into your work as a town leader. Write your answer below.

With the whole group, we will hear some of your answers.

The event / place:

The time:

What I will do:

## Appendix: Our working agreement

The 5 principles have been time tested. A few representative ground rules are provided for each. When one or more of these principles is missing or weakened, the group is always susceptible to dysfunction. With these things firmly in place, groups are set up for reaching their full potential.

### 1. Trust

*"Have you ever noticed? Anybody going slower than you is an idiot, and anyone going faster is a maniac."* ~ George Carlin

- Assume good intention.
- Explain reasoning and intent.

### 2. Shared Purpose

We are all here for Tolland, working beyond just negotiation, on complicated, multi-year challenges.

- Focus on the donut, not the hole. Look through the windshield, not the rear view mirror
- Recognize that personal actions may impact the group as a whole.

### 3. Commitment

I assume responsibility for my own actions/behaviors.

- Respect the speaker, no interruptions. *"Are you listening or just waiting to talk?"* (Vincent Vega, in Pulp Fiction)
- Build on what is said to make it better. "And" works better than "but."
- Be succinct, like the headline in a newspaper. No speeches.
- Silence means consensus, so take your stand.

### 4. Accountability

We challenge each other to be their best. We become OUR best through our collective intelligence.

- Remember that "we" are smarter than "me."
- Uncover the significant, relevant information. First work on the problem, then the solution.

### 5. Constructive conflict

The sound of a highly functional group includes a lot of respectful disagreement.

- Be soft on people, hard on ideas.
- Discuss "un-discussable" issues. No elephants in the room.
- Confirm first. *"I hear you. That might not work, therefore ..."*