



CITY COUNCIL AGENDA MEMO

Prepared By: John Cabrales Jr, City Manager

February 25, 2021

Organizational Assessment and Evaluation

DESCRIPTION:

Consider and Act on a Resolution authorizing the negotiation and execution of a professional services agreement with The Lion Strategy Group, LLC for the implementation of an organizational development and leadership management norms action plan.

BACKGROUND INFORMATION:

The City Council had requested a comprehensive assessment and evaluation of the City of Lake Dallas organization by The Lion Strategy Group ("LSG"). LSG conducted an assessment of Lake Dallas Policies and Culture that included conducting a system-wide survey using various survey instruments, conducting diagnostic meetings with internal stakeholders, and assessing existing ethical codes and policies. It also included conducting diagnostic meetings with external stakeholders, and creation of a leadership organizational action plan.

Based on LSG's findings, LSG recommend development of an organizational development and leadership management norms action plan. The plan is divided into three phases with individual tasks for each phase. Each phase can be taken individually or in total as needed.

LSG has a wealth of experience with developing a variety of broad programs. Their comprehensive training curriculum is comprised of a hybrid of online and onsite training (if necessary), including recorded videos, discussion forums, quizzes, and other state-of-the art resources that reinforce and solidify the learning in ways that contribute to group cohesion and vigorous adherence to the principles and precepts of the comprehensive ethics program.

FINANCIAL CONSIDERATION:

The proposal for the Phase I is \$15,000, Phase II is \$60,000 and Phase III is \$15,000 for a total of \$90,000 for the implementation of the entire plan. Staff will pay for this out of the Administration Department Budget but may need to do a budget amendment later in the fiscal year to cover these costs.

RECOMMENDED MOTIONS:

I move to **approve/deny** a resolution authorizing the negotiation and execution of a professional services agreement with The Lion Strategy Group, LLC for the implementation of an organizational development and leadership management norms action plan.

ATTACHMENT(S):

1. Proposal
2. Resolution

CITY OF LAKE DALLAS, TEXAS

RESOLUTION NO. 02252021-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, AUTHORIZING A PROFESSIONAL SERVICES AGREEMENT WITH THE LION STRATEGY GROUP, LLC, FOR THE IMPLEMENTATION OF AN ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP MANAGEMENT NORMS ACTION PLAN; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, at the request of the City Council, The Lion Strategy Group, LLC (“LSG”) has performed a comprehensive assessment and evaluation of the City organization policies and culture; and

WHEREAS, based on LSG’s findings, LSG recommends and has presented a proposal for the development of an organizational development and leadership management norms action plan (the “City Action Plan”) to provide guidance for future management training and improvement of internal operational relationships within the City organization; and

WHEREAS, the City Council finds it to be in the public interest to negotiate and execute an agreement to procure such professional services from LSG for development and implementation of the City Action Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, THAT:

SECTION 1. The City Manager is authorized to negotiate and sign on behalf of the City a professional services agreement with The Lion Strategy Group, LLC for preparation and implementation of the City Action Plan for a fee not to exceed \$90,000.00.

SECTION 2. This Resolution shall be effective immediately upon approval.

PASSED AND APPROVED this the 25TH day of February 2021.

Michael Barnhart, Mayor

ATTEST:

Codi Delcambre, TRMC, City Secretary

APPROVED AS TO FORM:

Kevin B. Laughlin, City Attorney

(kbl:2/22/21:120758)

City of Lake Dallas
Leader Action Plan Pricing

PHASE/TASKS	Cost
<p>ACTION PLAN – Organizational Development</p> <p>Leadership New Transitional Management Norms</p> <ul style="list-style-type: none"> • Organizational Chart Review for Efficiency • Creation of Culture Document and Social Contract <p>Executive Coaching/Advising</p> <p>Life and Leadership Coaching (Personal and Professional)</p> <ul style="list-style-type: none"> • Providing sounding board for senior management and executive staff • Executive leadership coaching for the City Manager and Key Staff • Prepare executive leadership for the psychological implications of managing around the new transitional norms and processes. <p>Human Resources</p> <ul style="list-style-type: none"> • The appointment of an individual with qualifications to lead HR • Coaching and Mentoring of the Manager on processes and systems relating to HR <p>Leadership Processes and Tools</p> <ul style="list-style-type: none"> • Establish workflows promoting transparency and efficiencies throughout the organization. • Assist Managers in creating confidential system for addressing complaints. 	<p style="text-align: center;">The implementation of the entire plan, to include, Phase I, II, and III - \$90,000</p>

<p>Recruitment and Selection</p> <ul style="list-style-type: none"> • Partner to establish a standardized recruitment and selection program based upon National standards. <p>Promotional Processes</p> <ul style="list-style-type: none"> • Implementation of a secure and authentic promotional process. 	
<p>Phase I – – Individual Team Member Growth and Development</p> <ul style="list-style-type: none"> • Work life balance (Check-in with key staff) • Over and under investment • Librarian – lead weekly book leadership series. <p>Resilient Training Series</p> <ul style="list-style-type: none"> • Stress Management – (Nurse Practitioner with Key Staff) 	<p>Phase I Cost - \$15,000</p>
<p>Phase II - Team Development</p> <ul style="list-style-type: none"> • Group Development and Engagement • Building Resilient Teams • Communicating Through Conflict • Implementation of a Mental Model of Resilient Leadership/Employee Life Cycle • Leadership Resilience Training (Police Department and City Manager) • Socialization 	<p>Phase II Cost - \$60,000</p> <p>10,000 per class</p>

PHASE III – Community Engagement

Phase III Cost -
\$15,000

Crime through Strategic Planning

- **Community Engagement**
- **Code Enforcement**
- **Partner with Social Services (include Community Development Coordinator)**
- **Identifying and addressing Systemic Crime and Quality of Life Challenges**
- **Leveraging Community Resources to Enhance Quality of Life**

If you have any questions, please contact me at mike.wilson@lionstrategy.group or 682-429-0468.

Mike Wilson

Lion Strategy Group