



# Council Governance Expectations



# Outcomes For Today

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- The Outcome Today are to:
- Review Council Governance Relations (GRS) Survey Results.
- Reach consensus on **Shared Expectations** for the Council, City, and City Manager.
- Review and reach consensus on proposed GRS City Manager Evaluation Process.



# A Survey was used to get your Input

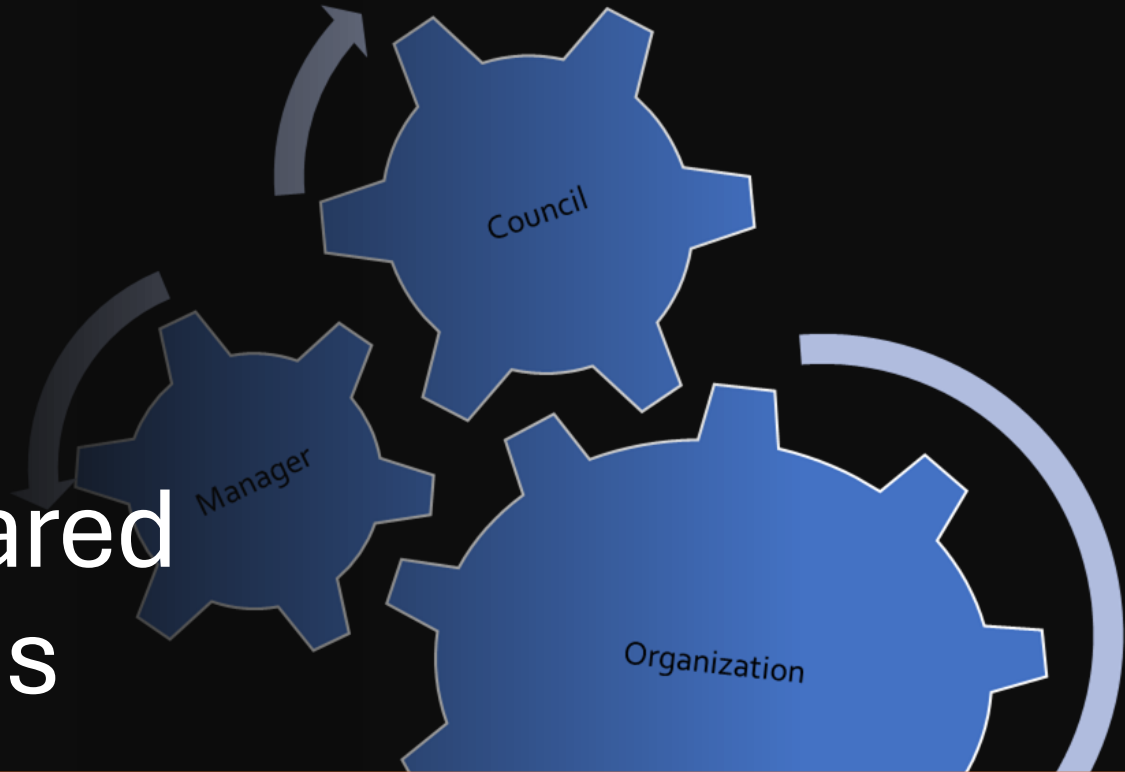
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**Survey Monkey**



# Building Shared Expectations

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# Governance Teamwork

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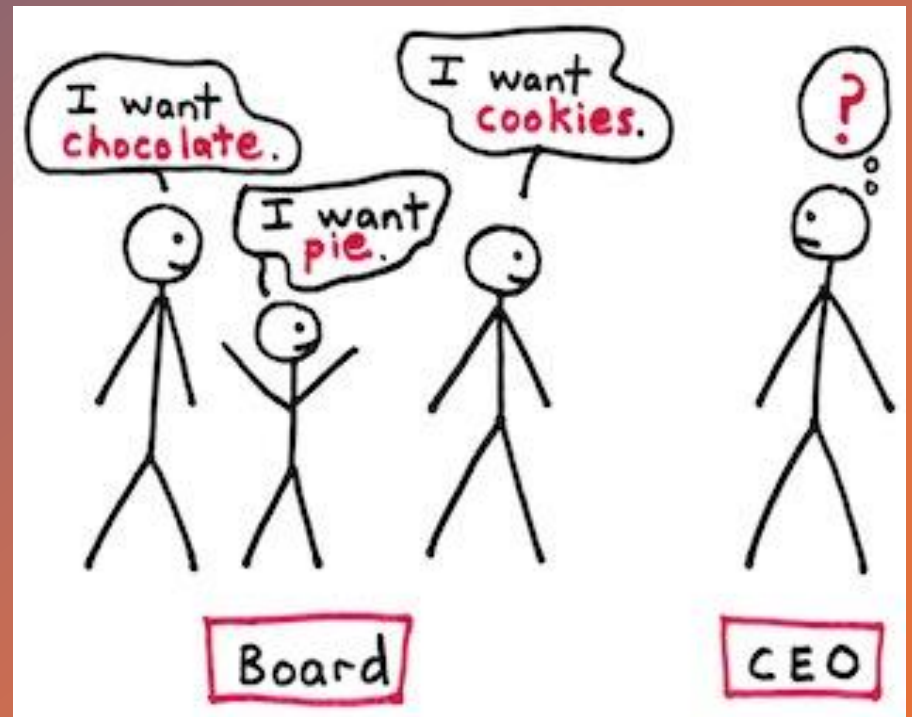
Interdependent



# Interdependent



# Why the GRS is Important



# Why the GRS is Important



# Why the GRS is Important



PLAYBOOK



RULEBOOK

# The Challenge



POLITICAL



ADMINISTRATIVE

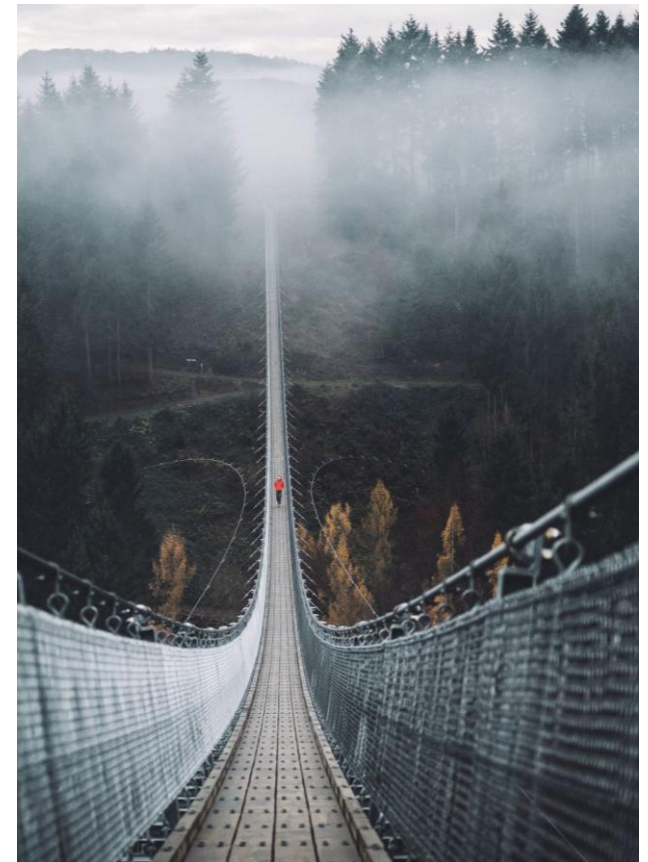
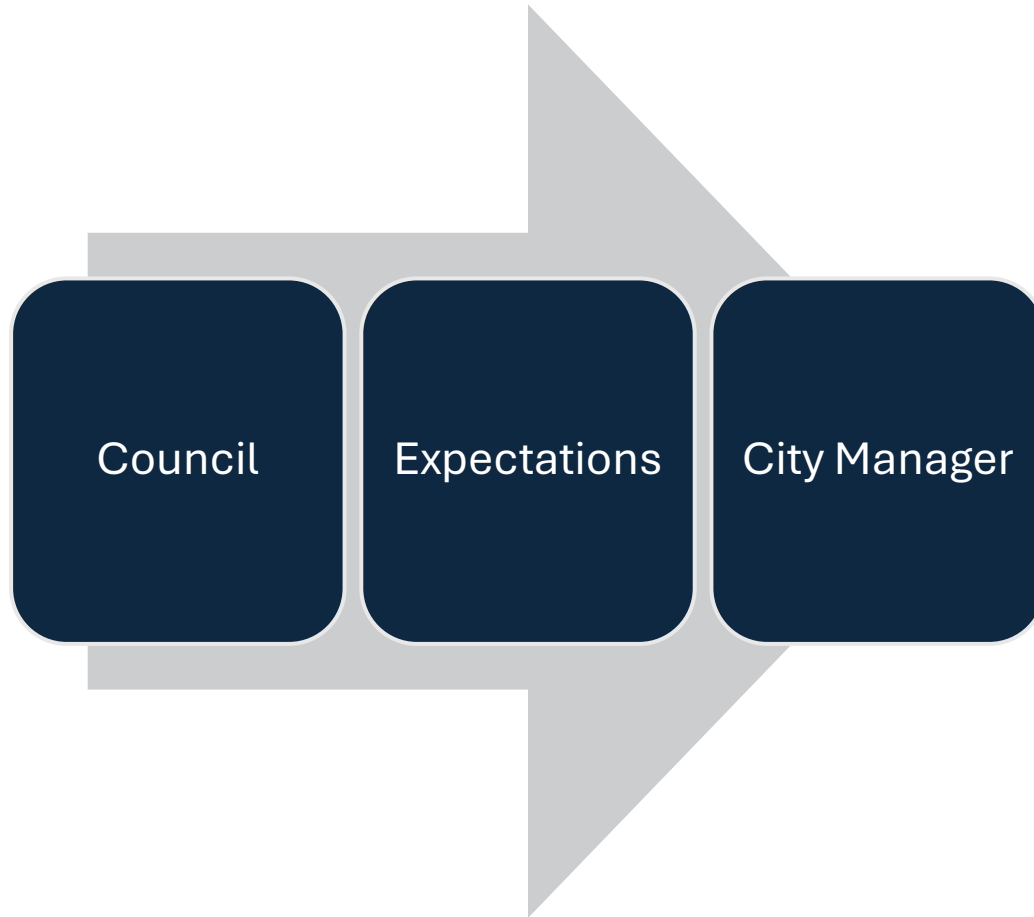
# Flagstaff City Council Speaks with One Voice

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# Governance Relations System (GRS) Bridge

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These  
seemingly  
opposite  
objectives  
can  
coexist

Political  
Ends/Outcomes

Administrative  
Means



Why Have  
Expectations?

How can a Council work effectively with each other and the City Manager without having expectations for themselves?



## Why Have Expectations?

Are the political and management expectations for Flagstaff consistent with one another?



Why Have  
Expectations?

What are the expectations of the Council for the City Manager in running the day-to-day operations of your community?



## Why Have Expectations?

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How do you educate new Council members on the role of the Council and City Manager?



## Why Have Expectations?

- Clearly defines governance and organizational expectations.
- Improves organizational culture and performance.
- Benchmarks improvements through annual or bi-annual surveys or evaluation.

# Council Consensus on GRS





**Level 6**-Baldrige Organization and/or McKinsey 7S  
Surveys informs all levels for continuous improvement

**Level 5**- Governance Expectations Guides all Levels

**Level 4**-Strategic Plan guides level 3,2 and 1

**Level 3**-Board Governance (Council Meetings)

**Level 2**-Constituent Response Focus

**Level 1**-Day to Day Operations Focus

The Council Determines Level of  
Priorities and Focus for City



**Let's**

**Talk**

# Facilitation Guide

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