

MEMORANDUM

TO: Board of Trustees

FROM: Tim Callicrate
District Board Chairman

SUBJECT: Review, discuss and possibly approve the Mathis Group Pre-Contract Board and Executive Team Interviews Proposal in the total amount of \$8,000

DATE: September 15, 2021

I. RECOMMENDATION

That the Board of Trustees makes a motion to approve the Mathis Group Pre-Contract Board and Executive Team Interviews Proposal in the total amount of \$8,000 which is attached hereto.

II. BACKGROUND

At the September 2, 2021, Board Chairman Callicrate had a General Business item to discuss this matter with the Board and there were no objections to having Staff take the first step of getting a proposal for the interviews. This Consent Calendar Item is the response to that Board request.

III. FINANCIAL IMPACT

This cost will be charged to 100.11.110.7680 (Board of Trustees Training and Education) which has a total budget of \$6,600 and this means that this budgeted item will be over budget by \$1,400.



September 9, 2021

To: Indra Winquest, District General Manager
Cc: Tim Callicrate, President

From: Dr. Bill Mathis
Management Psychologist

Re: Pre-contract Board and Executive Team Interviews

Thank you for the opportunity to begin building a high performance board and with exception support of the Executive Team. With this as a goal, I recommend spending a couple hours with each board member and 1.5 hours with key executive staff to determine the best opportunities for growth and trainings:

- I. Board Interview Areas:
 - a. Best style available to meet objectives. Every person can flex personality and style to meet their best purpose.
 - b. What board agreements would best serve to enhance communications and cooperation (board norms). Every board is unique.
 - c. What are the best strategies to get projects done most effectively at the board policy levels?
 - d. Managing conflicts and differences between board members?
 - e. Selecting and solving strategies when differences in goals and styles stop progress.
 - f. Personal techniques to solve and influence other board members and support groups?
 - g. Identify management style and emotional IQ's.

- II. Executive Team:
 - a. Identify goals for a highly communicative team?
 - b. Identify personal styles and emotional IQ scores to enhance working with others.
 - c. Strategies for meeting board's needs.
 - d. Groom staff when they are clear on goals.



- e. Has staff communicated to the GM who is needed for excellent communication to begin?
- f. Policy vs how to implement. Where to draw the line?

Costs estimated 2 days consultation/Dr. Bill	\$6,000
Materials, travel, lodging and additional time if authorized by GM for staff interviews	<u>\$2,000</u>
	\$8,000

Follow up recommendations will come before the board as a follow up.

Regards,

Dr. Bill Mathis