

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

The funding for this item, \$8,000.00, will come from the General Fund.



September 9, 2021

To: Indra Winqest, 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