



MEMO

CITY MANAGER'S OFFICE

To: The Honorable Mayor and City Council
FROM: Stephanie Reyes, Interim City Manager
DATE: May 24, 2022
RE: **Team Building Facilitator**

Background

During the Budget Policy Workshop in February and at the March 23 City Council meeting, Council directed staff to research facilitators for a future Mayor and Council team building session.

Staff utilized a Facilitator Consultant Directory generated by Cultures Connecting that was provided by Council Member Garza. The list included facilitators primarily based out of the Pacific Northwest, and we reached out to several but only one indicated interest (Dr. Steven Holt). We have yet to receive a scope of work or proposal from Dr. Holt. When talking with the prospective facilitators, staff expressed the desired outcomes for the session which included team building, greater understanding of how to best work together, knowledge of Diversity, Equity and Inclusion (DEI) principles, and to better understand group member's deep-rooted interests. Staff received responses and follow up materials from the below facilitators located within our region who offer service, expertise and training on these matters. Attached are the proposals for Joyce James (based out of Round Rock), Mike McMillion (based out of San Antonio) and Premier Performance Consulting (based out of Dallas). Here is a brief summary of services each offers:

Joyce James Consulting

The intention of Joyce James Consulting is to create a safe space to engage in an equity-focused dialogue. She emphasizes understanding our relationships to systems, not honing in on a few bad people. She wants to provide a clear analysis of the history of racism in two, two-day workshops (flexible timeline). Final outcomes include development of a framework on how Council could move forward with what they've learned at the end of their last session. Joyce has worked with the City of Austin Police department on DEI training as well as numerous other municipalities.

Available Date(s): June 17, July 6, August 15

The Mike McMillion Group

The McMillion Group (Consultant) will facilitate a discussion with members of the City of San Marcos's City Council wherein participants will discuss Diversity, Equity and Inclusion through a public service lens. Participants will engage in conversations around race, equity, and inclusion through activities and discussions. Key concepts and terminology vital to begin the essential work of engaging teams will include unconscious bias, inclusion, belonging, and recognizing and responding to microaggressions. Mike has an extensive history working with government entities on a variety of consulting topics with team building and interpersonal connection at the core.

Available Date(s): July 18-29, August (all month availability)

Premier Performance Consulting, Summer Allen

Premier Performance Consulting is a firm with the guiding purpose of using the latest Diversity and inclusion data and behavioral science methodology to develop research-based curriculum design to drive long term organizational change. Premier Performance' philosophy is formed around the concepts of teamwork, partnership, service, and quality, both in coordination of their firm efforts and interaction with their clients. Dr. Summer L. Allen is the Founder and Managing Partner of Premier Performance

Consulting, an international management consulting firm that specializes in improving organizational and employee performance.

Dr. Allen is an expert in the areas of Diversity & Inclusion, Emotional Intelligence, Organizational Change, and Leadership Development. She has worked with the cities of Plano and Lewisville and resides in Dallas. Additionally, Dr. Allen has served as an international organizational development specialist, consultant, C-level leadership coach, and trainer for over fifteen years for global organizations such as Cisco, Pepsi, EA Sports, Essence Magazine, AIG and Farmers Insurance. Dr. Allen earned her Doctorate in Organizational Change and Leadership from the University of Southern California.

Her course offerings include 'Understanding Diversity and Inclusion Today' as the foundation of all training. Diversity and Inclusion is a key strategic initiative that is critical for the success of every organization. This foundational program will lay the groundwork for the participants learning journey by providing fundamental D&I frameworks and vocabulary. The course will identify and discuss the current challenges and obstacles to diversity and inclusion by creating a space of vulnerability, developing new vocabulary, and increasing cultural competence. The course includes an assessment, partner activities, and video education.

Available Date(s):

- June 24, June 28
- Thursday, July 7th
- Thursday, July 14th
- Thursday, July 28th

- Tuesday, August 2nd
- Monday, August 15th
- Thursday, August 18th
- Tuesday, August 23rd

- Monday, September 12th
- Tuesday, September 13th
- Tuesday, September 27th

Council Direction Requested: Based upon the comprehensive approach provided in regard to the desired outcomes, we seek your direction on selection of a facilitator and possible dates to bring in a facilitator. In addition, we would also like Council's input on who should be in attendance at this session, i.e. Council only, Council and appointees only, or Council, appointees, and City Manager's Office Executive Team.

This is scheduled as a discussion item at your upcoming Council meeting on June 7.