

Work Session of the Multnomah County Board of Commissioners

Jupiter Hotel - 800 E Burnside Street
Portland, Oregon

March 23, 2017 - 12:00 p.m. to 4:00pm

Lunch provided and available at 11:30am

Board Retreat Outcomes

1. Grow relationships.
2. Increase understanding of each other's office cultures, preferences, and priorities.
3. Address process-oriented hopes, requests, and challenges in service to building an effective shared working culture across offices.

Agenda

12:00pm Welcome and Purpose

Commissioner focused - with Chiefs of Staff at the table primarily listening

- Opening words and agenda review
- Quick guidance from County Attorney Jenny Madkour
- What's in a name? Invitation to share your full name, the names you've answered to over the years, and one story about one part of your name.
- Chair Kafoury and each Commissioner asked to share personally for 1-2 minutes on why they ran for the leadership role they have (what mission drives you to serve) and how that might connect with the four and a half hours the board has together today.
- Is our agenda and purpose clear enough for the day to proceed?

12:30pm Understanding Preferences

Commissioners - with Chiefs of Staff invited to participate

- Facilitated adaptation of [Compass Points exercise](#)¹
- Key questions will include:
 - What are the strengths of your style?
 - What are the limitations of your style?
 - What style do you find easiest and most difficult to work with and why?
 - What do people from the other directions or styles need to know about you so you can work together effectively?
 - What do you value about the other 3 styles?
 - What are the implications of your preferences in your work as a governing board?

1:30pm BREAK

¹ The School Reform Initiative offers a number of protocols that can be useful for ongoing learning communities with facilitation support. This protocol will be customized for the size of the group and more interactively discussed rather than writing and report back.

- 1:45pm** **Supporting the conditions for learning and effective communication**
Commissioners - with Chiefs of Staff at the table primarily listening
- Are you a reader, a listener, or a talker²? Exploring how you learn best
 - Sharing communication preferences and needs - by context:
 - Personally
 - Day-to-day at the office and in relationship to staff
 - At the dais
 - When engaging with tension or conflict
 - Other?
 - Building a learning agenda for the year together
- 2:30pm** **Addressing specific process-oriented items**
Commissioners provide high-level input - with Chiefs of Staff at the table listening in advance of a time where the Chiefs will meet outside of the room to further address the following items:
- Sharing or coordinating calendars across offices
 - How and when briefings occur
 - Might timing be adjusted to accommodate different approaches to preparation?
 - Exploring ways to be more efficient and avoid games of “telephone”
 - Other impediments helpful to name that might increase board or county effectiveness?
- 2:50pm** **Requests and Offers**
Commissioners only
- Two rounds of opportunity to share requests and offers to each other and the group.
- 3:20pm** **Stories**
Commissioners only
- Take up to four minutes to share a story from your life (humor, stories of family, and/or sharing wisdom and lessons invited). One way you might consider approaching this sharing a story of self that connects to a story of us (decide who the “us” is) into a story of now³.
- 3:50pm** **Consolidation of the retreat and next steps**
Commissioners - with Chiefs of Staff invited to share any next steps
- 4:00pm** **Adjourn**

² Inspired from Peter Drucker’s chapter, “[Managing Oneself](#).” (1992)

³ Story of self, us, now is a narrative framework taught and credited to Marshall Ganz.

Additional retreat Information:

- Lunch will be a build your own salad and rolls
- Coffee, tea, fruit, water, and snacks will be available throughout
- iPads can be provided to the Commissioners within the meeting by County Clerks upon request
- Here's a [view of the room](#)
- Parking passes will be distributed in advance to each office

Who's attending:

First	Last	Representing
Lynda	Grow	Board Clerk
Marina	Baker	Board Clerk
Deborah	Kafoury	Chair
Nancy	Bennett	Chair
Jenny	Madkour	County Attorney
Sharon	Meieran	D1
Katie	Shriver	D1
Loretta	Smith	D2
Elizabeth	Mazzara Myers	D2
Jessica	Vega Pederson	D3
Chris	Fick	D3
Lori	Stegmann	D4
Rebecca	Stavenjord	D4
Scott	Nine	Facilitator