



CARRBORO TOWN COUNCIL RETREAT

LEADERSHIP AND GOVERNANCE FOR A HIGH PERFORMING ORGANIZATION:

STRENGTHENING OUR EFFECTIVENESS AS A GOVERNING TEAM

Saturday, August 27, 2022 12:00 pm- 4:30 pm at the Rizzo Center
150 Dubose Home Ln, Chapel Hill, NC 27517

PARTICIPANT AGENDA

Attendees: Carrboro Mayor, Town Council Members, Town Manager and Town Clerk

Retreat Objectives:

- Develop a set of operating principles that guide how the Council wants to work together
- Clarify roles and relationships in council-manager form of government
- Gain an understanding of the High Performing Organization framework and the Board's role in creating and supporting a culture of high performance
- Identify action steps to document the agreements made in today's session.

12:00 (45 mins.)	Welcome Working lunch served • Overview of retreat objectives and agenda • Introductions: ➢ Name, length of residency here, tenure on the Council or with the Town ➢ Describe a time when you were part of a great team—one that achieved its goals and was a rewarding experience. What was that like? What made it possible?
12:45 (1.25 hrs.)	Creating an Effective Governing Team • Review results of pre-work survey. What does our self-assessment tell us about our habits as a governing board? What are our strengths, where do we need to improve? • If I overheard people talking positively about how the Carrboro Town Council does its work, what would you hope I hear? (Operating Principles)
2:00	BREAK
2:15 (1 hr.)	Creating an Effective Governing Team, cont. • What might this governing board have to do differently to generate these compliments? (Handout: Getting the Work Done) • How do we want to hold ourselves accountable for our behaviors and the agreements we are making today?
3:15 (1 hr.)	Best Practices in Council-Manager Relations • In order to work together to effectively serve the residents of Carrboro: ➢ Council expects Manager to ➢ Manager expects Council to • High Performing Organization (HPO) Framework. Where are we as a HPO? What are we hoping to achieve as a Town organization with this lens? • Summarize next steps in the HPO Carrboro journey (Upcoming retreats)
4:15 (15 mins.)	Next Steps • Summarize action items: Who will do what by when? • Evaluate retreat: What worked well today? What could we do differently?
4:30	Adjourn