



Executive Director's Leadership Goals for 2023

Receive & File

Prepared by: James Corless

Attachments: No

Approved by: James Corless

Referring Committee: Not Applicable

1. Issue:

The Executive Director has prepared leadership goals for the upcoming year.

2. Recommendation:

None; this item is for information only.

3. Background/Analysis:

Following a process in place for over at least a decade, the Board of Directors conducts an annual performance evaluation of the Executive Director. During the 2021 review, the board and the Executive Director discussed a shared desire to update and improve the quality and content of the evaluation. In early 2022, the board retained Eric Douglas at Leading Resources Inc (LRI) to revisit and revise the performance evaluation process for the Executive Director. Changes include a revised set of evaluation questions, a new process for SACOG's senior management team to provide input into the evaluation process and an approach that includes the Executive Director outlining annual personal leadership goals and discussing them with the Strategic Planning Committee at the beginning of each calendar year.

4. Discussion/Analysis:

The Executive Director is proposing the following six leadership goals for the upcoming calendar year:

- (1) Effectively engage the board in SACOG's work plan, implementation of the newly adopted strategic plan and key project priorities with special consideration of onboarding new members;
- (2) Strengthen and deepen relationships with key partner agencies, local stakeholders and community-based organizations across the region;
- (3) Tee up tough regional conversations with transparency and clarity including the pending 2025 Blueprint (MTP/SCS) pathway discussions, transportation project prioritization across the six counties, and ensuring that the development of local transportation revenue measures are compatible with region's adopted long range plan (MTP/SCS) that was adopted in 2019;
- (4) Champion triple bottom line goals - equity, economy & environment - and translate them into decisions, policies and action;

- (5) Build regional trust through understanding of uniqueness of rural, suburban and urban differences communities as well as making connections between the region's urban core and it's outlying communities;
- (6) Provide leadership for the SACOG staff and support for the development of staff and the strengthening of staff culture. We look forward to the discussion of these goals at your February 6 meeting.

5. Fiscal Impact/Grant Information:

This work is included in the agency's budget and overall work program.