

Summary Date: 1-29-25 | **Client:** City of Hampton Va

Reference: 2025 City Council Retreat | City of Hampton, Virginia | 1.22.25

Service Summary:

A hearty thank you to Mayor Gray, the council and all supporting team members for a memorable and successful event.

Our intent for the day was to use the framework of C.O.R.E. Collaboration - to improve personal bonds and collaboration. **C.O.R.E. : Considerate Connecting, Opening Up Dialogue, Respectful Regard, and Elevating Understanding.**

Details:

We went through a series of exercises that generated heart-felt dialogue and stories about each council member and how they have arrived at the type of leader they are today.

Each council member had an opportunity to reconnect to and affirm their personal why and articulate that via their origin story. Their stories serve to help them create their G.P.S. (guiding principles statement), which reflects their commitment to how they will operate as individual members.

These activities helped council members see that there is much alignment and connections between council members. There was a growing awareness that there are many similarities in their stories and personal values - which was heartening.

That awareness served as bridge connecting personal whys and values to group values that informed the team agreements for collaboration going forward.

The later part of the day served to boost a practical understanding of the human experience - what shapes results via human behavior - where potential points of conflict may reside, and how to mitigate it through better listening and team agreements.

One final learning piece was understanding the fundamentals of basic creative thinking and the challenge to have agile thinking in work together and being solution based as they lead.

I believe the overriding goal & outcomes of the retreat were achieved: to equip council members with practical tools to strengthen bonds, respectfully collaborate, boost understanding & empathy to minimize conflict, and create a unified commitment & approach to council leadership.

Thank you for the honor of serving you and the City of Hampton community.

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