



City of Hampton

22 Lincoln Street
Hampton, VA 23669
www.hampton.gov

Council Approved Minutes - Final City Council Special Session

Mayor Donnie R. Tuck
Vice Mayor Linda D. Curtis
Councilmember Jimmy Gray
Councilmember W.H. "Billy" Hobbs
Councilmember Will Moffett
Councilmember Teresa V. Schmidt
Councilmember Chris Snead

STAFF: Mary Bunting, City Manager
Vanessa T. Valldejuli, City Attorney
Katherine K. Glass, CMC, Clerk of Council

Wednesday, July 6, 2016

9:00 AM

**Old Point National Bank
Garden Room, 101 E.
Queen Street**

Council Retreat

CALL TO ORDER

At approximately 9:08 a.m. Mayor Tuck convened the meeting. Upon roll call, all members of the City Council were present. Also present were Mary Bunting, City Manager; Katherine Glass, Clerk of Council; and Trish Melochick, Chief Deputy City Attorney who was attending on behalf of Vanessa Valldejuli, City Attorney.

The retreat facilitators were Jim Oliver, Suzanne Puryear, and Zinerva White. Daily Press reporter Ryan Murphy was present as was Robin McCormick, Hampton's Communication Strategist.

Citizens who were present were James Harris and Jill Davis.

Present 7 - Vice Mayor Linda D. Curtis, Councilmember Jimmy Gray, Councilmember Billy Hobbs, Councilmember Will Moffett, Councilmember Teresa V. Schmidt, Councilmember Chris Snead, and Mayor Donnie R. Tuck

DONNIE R. TUCK PRESIDED

AGENDA

1. [16-0245](#) Retreat Activities: Teambuilding, Vision and Communication

We are Hampton –
a vibrant waterfront community, celebrating and embracing over 400 years of history and innovation to create an even more dynamic future.

Prior to the retreat the consulting team conducted individual interviews with each Council Member. Consistent themes emerged from these interviews:

- an abiding love for the City;
- a commitment to the City’s strategic Vision;
- the recognition of the potential new dynamics of the Council due to changing roles and new members; and,
- the desire to communicate more effectively with each other, with City Management staff, and the community.

Goals of the Day:

- Review and understand communication preferences through use of the Myers-Briggs Type Indicator (MBTI).
- Reinforce teambuilding.
- Review and affirm the use of the City’s Strategic Vision.

The session began by adopting Ground Rules, which the group would use to guide them in their work during that day. The rules included:

- Respect.
- Everyone talks.
- Everyone listens.
- ELMO – Enough Let’s Move On.
- Cell phones on “silent.”
- Establish a “Parking Lot” for issues not currently being discussed.

The participants also briefly reviewed the “Rules of Engagement” for the Council’s ongoing working relationship that had emerged during a Council retreat two years ago:

- No surprises.
- Work for authentic compromise.
- No “gotchas.”
- Recognize that people can disagree without being disagreeable.

Mayor Tuck opened the retreat by welcoming the attendees. He then spoke

about how he views his position as the Mayor. He stated he wants to be the kind of leader he would want to see as the City's leader. He told the group that he sees himself as a facilitator and that he recognizes that, as Mayor, he "owns" Council decisions. He expressed his belief that all of the Council members want the same thing – the best for the City. He asked for time from his teammates to adjust to his new role and said that he believes the team and the community will accomplish great things.

The retreat attendees then completed individual Myers-Briggs Type Indicator (MBTI) assessments. MBTI is a validated, well documented tool for learning more about oneself and one's colleagues' preferences as they relate to getting energy, collecting information, making decisions and orienting to the outside world. The MBTI is not a personality test, but, rather, is a tool used by organizations to make the most of their human resources, improve teamwork and adapt to differing management/leadership styles. It identifies preferences, not skills, abilities nor competencies; there is no "right" or "wrong" set of preferences.

Mr. Oliver then offered the group a refresher of a conceptual and theoretical framework of the work of leadership by presenting information from John Nalbandian and Jack Edwards to help differentiate the work of leadership from the work of management. The lessons from John Nalbandian were designed to help the retreat participants understand the difficult transition from the individual effort of running for office to the team work of serving on City Council.

Mr. White led the participants in a team building exercise to demonstrate that Council Members often see issues and events through their own perspectives. The exercise reinforced that Members can benefit from what their colleagues see and hear.

Mr. Oliver and Mr. White next led the group in a discussion about the Council's Vision, how it is understood and how it is used in the Council's work. While the Vision appears to continue to resonate with Council Members, the retreat participants recognized that the Vision is not yet fully embedded in the Council's vocabulary or ongoing work.

After a lunch break, the retreat participants received the results of their

Myers-Briggs assessment. Information was presented about the general characteristics of each Type and how those characteristics might affect communication and relationship building. It was noted that the Council had a preponderance of some characteristics, which might cause challenges in understanding the perspectives of those few Members with differing preferences. The Council engaged in a number of exercises to illustrate, in real time, the impact of preferences on work style and communication. The Council Members were tasked with an assignment to use a Myers-Briggs problem solving model to address a current issue and be prepared to report the results during the August portion of the retreat.

Mr. White conducted a final exercise with the group to reinforce the value of teamwork. As a result of the task, the participants expressed a number of observations:

- As a group, City Council is committed to solving problems. They are “in it to win it.”
- It takes more than a few people to be successful.
- Some things are out of the Council’s control.
- Anything can throw you off.
- Nothing is as simple as it appears.
- Everything is a big deal to someone.
- Results are better when you work collectively.
- It’s good to laugh.

This session of the retreat concluded with Council Members responding to Mayor Tuck’s opening remarks. In general, Council expressed their appreciation for the Mayor’s openness and engagement with them. While it was acknowledged that the Mayor and various Members had, in the past, had differences of opinion, there was an articulated willingness to put aside the past to fully concentrate on building an effective and productive Council for the future.

A follow-up retreat is being scheduled for August 3, 2016.

ADJOURNMENT

The meeting adjourned at 3:12 p.m.

Donnie R. Tuck
Mayor

Katherine K. Glass, CMC
Clerk of Council

Date approved by Council _____