



City of La Quinta

TO: Honorable Mayor and Members of the City Council

FROM: Edie Hylton, Deputy City Manager

DATE: March 3, 2015

SUBJECT: LINKS PROGRAM (LEADERSHIP INVESTMENT AND KNOWLEDGE SHARING)

The City has initiated the LINKS program in order to expand staff knowledge of City operations and grow new supervisors, managers and leaders. As discussed when the City conducted the Classification and Compensation Study, as Baby Boomers retire there will be a shortage of qualified people to fill their jobs. Many cutting edge corporations are in part, addressing this trend by "growing their own" in-house replacements. The LINKS program encompasses the following:

Why LINKS?

- ▶ Part of the succession planning effort to "grow our own."
- ▶ Developing leaders from within by sharing a common knowledge of the culture and philosophies of the current administration.

What is it?

- ▶ Small groups meet with the City Manager, Department Directors and several Managers for informal discussions about City culture, decision-making, management philosophy, and items of special interest.

Goals

- ▶ Impart City culture, decision making and management philosophy.
- ▶ Establish connections between employees from different departments and Directors/Managers.
- ▶ Learn from experienced City leaders.

How does it work?

- ▶ One group per year, eight employees per group (one from every department, including Maintenance, with two from Community Development.)
- ▶ Meet once per month for two hours.
- ▶ Groups meet with a different facilitator each month (February – September).
- ▶ Council presentation and graduation in October.

Sample Meeting Format

- ▶ Informal discussion
- ▶ Participant/facilitator introductions
- ▶ Brief overview of functions/programs
- ▶ Departmental culture
- ▶ Key concepts that facilitator wants to share
- ▶ Special interest item
- ▶ Answer participant questions

2015 Participants

- ▶ Lisa Chaudhry, Executive Office Assistant - City Manager's Office
- ▶ Kris Gunterson, Traffic Signal Maintenance Supervisor - Public Works
- ▶ Sandra Mancilla, Account Technician - Finance
- ▶ Anna Ortiz, Customer Service Center - Community Development
- ▶ Moises Rodarte, Animal Control/Code Officer – Community Development
- ▶ Leonard St. Sauver, Construction Manager/Inspection Supervisor – Public Works
- ▶ Teresa Thompson, Deputy City Clerk
- ▶ Gil Villalpando, Recreation Activities Coordinator, Community Services

The Council will receive progress reports tracking participant progress prior to the October 2015 graduation.