



Charlotte City Council
**Council-Manager
Relations Committee**
Meeting Summary for January 16, 2013

COMMITTEE AGENDA TOPICS

- I. **Subject:** **Mayor and Council Annual Retreat**
 Action: None.
- II. **Subject:** **Next Meeting Date**
 Action: Monday, January 28 at 11:45 a.m. in Room CH-14

COMMITTEE INFORMATION

Present: Mayor Anthony Foxx, Council members Warren Cooksey, David Howard,
 Patsy Kinsey, and James Mitchell

Time: 8:30 a.m. to 9:50 a.m.

ATTACHMENTS

1. Agenda
2. Handouts: Draft Retreat Agenda; Barbara Riley Bio

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DISCUSSION HIGHLIGHTS

Committee Discussion:

Mayor Anthony Foxx called the meeting to order.

I. Mayor and Council Annual Retreat

The Mayor advised the Committee the purpose of today's meeting is to finalize the Retreat Agenda as much as possible and meet the Facilitator, Barbara Riley. He advised that he had been in contact with Mayor Reed's office in Atlanta and he is interested and available to speak at the Retreat, but got the flu before finalizing his schedule. The Committee agreed it is important to have Mayor Reed and Jeff Boothe speak at the same time whether that is lunch or dinner.

Ms. Burch wanted to test with the Committee if they were still okay with having Michael Gallis speak on the panel following his quotes in the *Business Journal*. Ms. Jennings added that in her conversations with Mr. Gallis he felt he was misrepresented in the article. Debra Campbell and Danny Pleasant both work very closely with him on a regular basis. He is a well-respected urban planner. The Committee felt okay but asked staff to check with Council member Autry.

Ms. Jennings continued that they had started identifying projects and initiatives for the virtual tour and plan to include District representatives. Every District will be featured. There is still much work to be done. Ms. Burch added that there is some time in the agenda for informal discussions. She reminded the Committee that they will not be receiving drafts of the FY14 Focus Area Plans, just FY13 as they will only be discussing mid-year achievements. Council member Kinsey asked the reasoning again and Ms. Burch responded that the Focus Area Plans are in different stages due to the heavy workloads in certain Committees.

The Committee agreed with the outline of the agenda; the Mayor expressed interest in having unofficial "talk" time for relationship building knowing there will be media coverage.

Ms. Burch introduced Barbara Riley [bio attached].

The Committee and Ms. Riley discussed current dynamics and the ways to encourage meaningful dialogue at the Retreat.

The Mayor said that it will be important to get everyone involved in the conversation. There are a high percentage of talkers on Council, so two plus

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hours of listening won't be good. But, it is important to engage the non-talkers. We need everyone to chime in. This can't be a passive discussion.

Ms. Burch said that can be set as an expectation of the Retreat. We will pull out the norms and guidelines, which will also include things like turning off cellphones. Ms. Riley will meet with all Council members and the Mayor before the Retreat. She will work through Robin LoFurno to schedule with everyone.

The Mayor concluded that he thought the rules of engagement would be important; he was sure Ms. Riley would do a great job; he hoped we could keep some of the agenda loose; and he would finalize Mayor Reed's schedule.

II. Next Meeting Date

Monday, January 28 at 11:45 a.m. in Room CH-14 [Regular meeting date]

The Mayor suggested keeping that meeting on the calendar for now in case the Committee needed to touch base on the agenda. Also, there will be a Closed Session on the City Manager's Search Process that afternoon.

Council-Manager Relations Committee

Wednesday, January 16, 2013 – 8:30 a.m.

****Room 270/271****

Committee Members: Anthony Foxx, Chair
 Warren Cooksey, Vice Chair
 James Mitchell
 David Howard
 Patsy Kinsey

AGENDA

I. Mayor and Council Annual Retreat

Staff Resource: Julie Burch and Carol Jennings

Staff will discuss final details related to preparation for the Retreat. The Committee will also meet the Retreat facilitator, Barbara Riley.

II. Next Meeting Date

Monday, January 28, 2013 at 11:45 a.m. in Room CH-14

**DRAFT MAYOR AND COUNCIL RETREAT AGENDA
FEBRUARY 7-8, 2013
WHITEHEAD MANOR**

Thursday February 7

8:30 Breakfast

Opening comments, welcome, and introduction of Facilitator by Mayor Foxx

Review of Agenda and Setting Retreat Context by Facilitator

Opening comments by Julie Burch

Charlotte's Economic Health within the Context of the Global Market

Michael Gallis

Creating a Foundation Economic Health

Panel

Panel: Debra Campbell, Danny Pleasant, Pat Mumford, Jeb Blackwell and Rodney Monroe

Public/private projects and initiatives that are transformative and create long term economic health; Example projects in each Council district; Highlighting of themes of the 5 Focus Areas; and Council engagement in topic through discussion questions.

**12:00-1:30 Lunch Presentation (possibly the Mayor of Atlanta and Jeff Boothe of Holland and Knight)–
MTC invited**

2:00-5:00 Budget Overview and Financial Update

Randy Harrington will provide a general budget overview and discuss possible federal program cuts

Greg Gaskins will discuss State tax reform, Federal tax changes, County revaluation status, and expected revenue estimates.

5:00 Reception and Dinner

Friday February 8

8:30 Breakfast

Focus Area Plans Review by Committee Chairs

Mayor and Council Topics

Adjourn – Boxed Lunch

VITA

BARBARA RILEY, Ed.D

PROFESSIONAL EXPERIENCE

- **Managing Partner, Chambers Group, LLC (2003 to present)**
Executive coaching and leadership development firm focused on developing strong effective leaders in profit and not for profit organizations.
- **Adjunct Professor**, Masters in Executive Coaching Program, Queens University, Charlotte, NC. (2011- present)
- **Senior Consultant, Elsie Y. Cross Associates, Inc. (1989 to 2007)**
Provide major on site management of clients and personnel to effectively develop and grow large scale, long term, diversity culture change engagements.
- **President, Barbara E. Riley Associates Inc. (1991 – 2011)**
Consulting firm focused on organizational development, team building, conflict management, systems change, and diversity integration.
- **Director, Channels for Educational Choices (1986-1991)**
Program of the Independent Schools of New England. Assist in recruiting and retaining Families of Color and training school personnel to eliminate bias in all aspects of the educational environment
- **Director, Race Desegregation Center in The Metropolitan Center for research and Education, at New York University (1980 –1986)**
Provide consulting, training and development to Public Education systems of New York, New Jersey, Puerto Rico, and the Virgin Islands.
- **Co-Director, Danbury Racism Project: and Community Organizer 1978-1980)**
Provide consulting and training to the Danbury Public Schools, and organize welfare mothers into a strong parent centered organization capable of advocating for their children in the public schools
- **Assistant Professor of Education, Boston University (1973-1978)**
Human Movement and Health Department – provide teacher training and development, sports psychology, human sexuality, and human development

EDUCATION

- **Ed.D Education**, Boston University, Boston, MA (1978)
- **M.S. Education**, Smith College, Northampton, MA (1972)
- **B.A. Psychology**, Hofstra University, Hempstead, NY (1970)

CERTIFICATIONS

- Certified: Parallel Thinking™
- Certified: The Leadership Circle 360°
- Certified: Wellness Inventory

PUBLICATIONS

Barbara E. Riley & Delyte Frost: ***Are You Ready For Outrageous Success: Enter the 7Chambers and Create Deep Lasting Change***, LuLu.Com, 2008

Articles

- "Leading from the Inside Out", Pride Magazine, Charlotte, NC, 2007
- "Know your context", Pride Magazine, Charlotte NC, 2007
- "Lead by Example", Pride Magazine, Charlotte, NC. 2007

SPEAKING ENGAGEMENTS

- Thriving in the New Normal, National Association of Teacher Assistants 2011
- Leading Effective Teams, UNCC EMS Certificate Program, October 2010
- Diversity Thriving on Difference: SHRM Professional Group, November 2010
- Outrageous Success in The New Normal, Wells Fargo Women's Summit, April 2009
- Outrageous Success! Thriving on Diversity, Carolinas HealthCare System. Diversity Summit, May 13, 2009
- Integral Matters: Thriving on Difference in "The New Normal", ISACS ~ Independent Schools Association of the Central States. Diversity Summit, February 12, 2009
- African American Women: Exploring The Chasm and Changing the World, Women's Intercultural Exchange. October 29. 2008
- Leading from The Inside Out: CACUBO - Central Association of College and University Business Officers, May 17 -19, 2008
- Exploring the Chasm: Women Bridge Culture, Women's Intercultural Exchange, North Carolina Women's Conference, October 2007
- The Journey to Outrageous Success: WACUBO ~ Western Association of College and University Business Officers, August 2007
- Organizing for Success: Wachovia Investment Bank, African American Network, May 2007

- WomenBridgeRace™: Effective Dialogue Across Difference, Working Mother Magazine Town Hall, May 2007
- Coaching for Outrageous Success: Wachovia Securities. Executive Women's Conference, February 2007

CLIENTS

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| • Medic 911 | • Connecticut College |
| • Carolinas Health Care System | • University of Connecticut |
| • Wells Fargo | • Housing Development Office of Louisville |
| • Corning Inc., | • National Association of Independent Schools |
| • SC Johnson Wax | • Phillips Academy |
| • Shell Oil Company | • Milton Academy |
| • Wachovia Corporation | • Phillips Exeter |
| • Polaroid Corporation | • Grayland School |
| • Johnson and Johnson Corporate | |
| • McNeil Pharmaceuticals | |

COMMUNITY AFFILIATIONS

- Board Member: Levine Museum of the New South
- Advisory Board: Women's Intercultural Exchange
- Professional Women's Group Advisor: Dress for Success
- Member: National Training Laboratories Institute of Applied Behavioral Science (NTL)
- Founding Member: Sisterhood in Support of Sisters in South Africa
- Member: National Black MBA Association

INTERESTS

- Philosophy
- Consciousness
- Writing
- Singing
- Golf
- Cats & Dogs