

City of Shoreline | Leadership Retreat

December 15, 2015

Talaris Conference Center, 4000 NE 41st Street, Seattle WA 98105

Objectives:

- Review 2015 accomplishments
- Explore personality types
- Discuss concepts from the Five Dysfunctions of a Team
- Spend time together as a team away from the office

AGENDA

8:00 am	Breakfast	
8:30 am	Welcome & Introductions	Debbie Tarry
	<ul style="list-style-type: none">• Introductions• Retreat Purpose	
8:40 am	Agenda Overview	Allegra Calder/All
	<ul style="list-style-type: none">• Review Agenda, Objectives and Ground Rules• Introductory Exercise<ul style="list-style-type: none">○ <i>Where were you born and where did you graduate from high school?</i>○ <i>How many siblings do you have?</i>○ <i>What was the hardest part about being a kid?</i>	
9:00 am	Reflections on 2015	Allegra/All
	<ul style="list-style-type: none">• <i>What were the significant accomplishments?</i>• Review Mission, Vision, Values	
9:30 am	Personality Assessment – 16Personalities	Allegra/All
	<ul style="list-style-type: none">• Overview of results• Exercise: Type lineup• Discussion: <i>What is the value of using models such as these in the workplace?; What does this mean for how we work?</i>	
10:15 am	Break	

10:30 am

Introduce Five Dysfunctions of a Team

Debbie /Allegra/All

- Why this book?
- Review Five Dysfunctions
 - Absence of Trust
 - Fear of Conflict
 - Lack of Commitment
 - Avoidance of Accountability
 - Inattention to Results
- Exercise: This is essential because...
- Discussion: *Thinking back on what we learned about the personality types, what are the implications for thinking about our organization as a team?*

12:00 pm *Lunch*

1:00

Conflict Profiling and Norming

- Introductory Exercise: Sorting
- Discuss 5 conflict handling styles ([TKI model](#))
- Discussion: Conflict culture and maturation
- Individual Exercise: personal preferences on acceptable and unacceptable behaviors around discussion and debate
- Norms development

2:15

Break

2:30

Commitment, Accountability and Results

- Introduce concepts and ideas for future exercises
- Discussion: What results do we want? What should we measure?

3:15 pm

Roundtable Wrap up

3:45 pm

Leave for Eastlake

4:30 –

Blue Ribbon Cooking: Cooking, Drinks & Dinner

7:00 pm