

RESOLUTION NO. 2692

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO ENTER INTO A
CONTRACT WITH M.A.P. CONSULTANTS FOR THE
PURPOSE OF CONDUCTING A MANAGEMENT
SEMINAR AND ALLOCATING \$7,500 FROM
THE UNALLOCATED FUND BALANCE
OF THE GENERAL FUND**

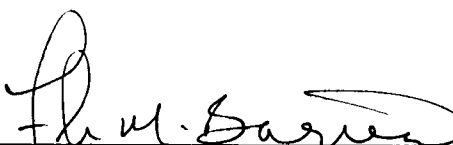
BE IT RESOLVED, by the City Council of the City of Soledad that the City Manager is hereby authorized and directed to enter into a consulting services contract, in the form of the document hereunto attached, marked "Attachment I," with M.A.P. for conducting management seminars and allocating \$7,500 from the Unallocated Fund Balance in the General Fund.

PASSED AND ADOPTED, by the City Council of the City of Soledad at a regular meeting duly held on the 19th day of August, 1998 by the following vote:

AYES, and in favor thereof, Councilmembers: Ben Jimenez, Jr., Fred Ledesma, Richard Ortiz, Mayor Pro Tem Gary Gerbrandt, Mayor Fabian Barrera

NOES, Councilmembers: None

ABSENT, Councilmembers: None


MAYOR OF THE CITY OF SOLEDAD

ATTEST:


CITY CLERK OF THE CITY OF SOLEDAD



5820 Stoneridge Mall Road, Suite 100
Pleasanton, California 94588
(510) 847-9191 • Fax (510) 847-3091

PROPOSAL FOUR

August 3, 1998

Ms. Belinda B. Espinosa
City Manager
City of Soledad California
248 Main Street
Soledad, California 93960

Dear Ms. Espinosa,

Pursuant to our discussion of August 3, 1998 I suggest, we proceed with the city council retreat on August ~~22~~²⁷ 1998.

The momentum is critical and I feel it would be in the cities best interest to proceed with the workshop prior to the November Election.

Therefore, I will conduct one-on-one coaching with any new council member after the November election at no additional cost to the city.

WORKSHOP FOUR

Workshop number four will be a one day MINI-MAP Team Building, Goal Setting program on August ~~22~~²⁹ 1998 for the City Council and Selected City Staff.

ACTION STEP:

PHASE ONE INFORMATION GATHERING AND INTERVIEWING

Information Gathering:

- We will survey each participant as follows:
- Each participant will update a participants questionnaire, and

Attachment I



- Each participant will update a questionnaire on each of their colleagues, and
- Each participant will update the questionnaire on the goals, mission and vision of the city with priorities and completion dates.

The process will also include:

FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION-BEHAVIOR (FIRO-B). It is a 54 questionnaire that measures three fundamental dimensions of interpersonal relationship.

- INCLUSION (ASSOCIATES WITH OTHERS)
- CONTROL (RESPONSIBILITY/DECISION PROCESS)
- AFFECTION (EMOTIONALLY)

and a style analysis which will measure

- DOMINANCE - (HOW YOU RESPOND TO PROBLEMS OR CHALLENGES)
- INFLUENCE -(HOW YOU INFLUENCE OTHERS TO YOUR POINT OF VIEW)
- STEADINESS -(HOW YOU RESPOND TO THE PACE OF THE ENVIRONMENT)
- COMPLIANCE- (HOW YOU RESPOND TO RULES AND PROCEDURES SET BY OTHERS)

The foregoing will be completed and analyzed in preparation for the workshop on August 22, 1998.

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ACTION STEPS:

THE MINI-MAP TEAM BUILDING, GOALS AND CONTROLS WORKSHOP

OBJECTIVES:

- To improve the performance of each participant as a professional City Council and Staff member.



- To enable each participant to increase personal effectiveness.
- To provided each participant a process to measurably increase the productivity, quality and reserve contribution of his/her area of responsibility.

KEY BENEFITS

- Each participant will gain:
- An objective 360 degree look at self and organization.
- Specific action plans for organizational and personal improvement.
- Ability to manage people versus "doing it all."
- A proactive, energetic approach to achieving goals vs. crisis management.
- Proven management tools and techniques.
- A common foundation and language for management teams to increase productivity and reserves.
- A system to monitor performance versus goals. Allows for better accountability and corrective action.
- Greater awareness of leadership impact and how to capitalize on the unique strengths of each individual.

PRICE WORKSHOP FOUR

The total price for workshop Four will be Seven Thousand Five Hundred Dollars (\$7,500.00)

PAYMENT TERMS WORKSHOP FOUR

Payment due in full upon receipt of our invoice..



The pricing extended to The City of Soledad is confidential and is not to indicate that we will always be able to offer such a saving 's to the city.

GENERAL

Price does not include the meeting facility (The Soledad YMCA) or any type of refreshments or lunch. The city will supply one (1) overhead projector, Two (2) easels, TV and VCR with VHS capabilities.

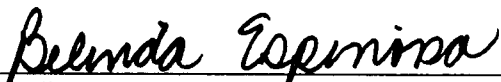
We look forward to your approval so we may proceed.

Sincerely,


Jim L. White
Executive Consultant

Accepted this 19th day of August, 1998

The City of Soledad

By: 
Belinda Espinosa, City Manager