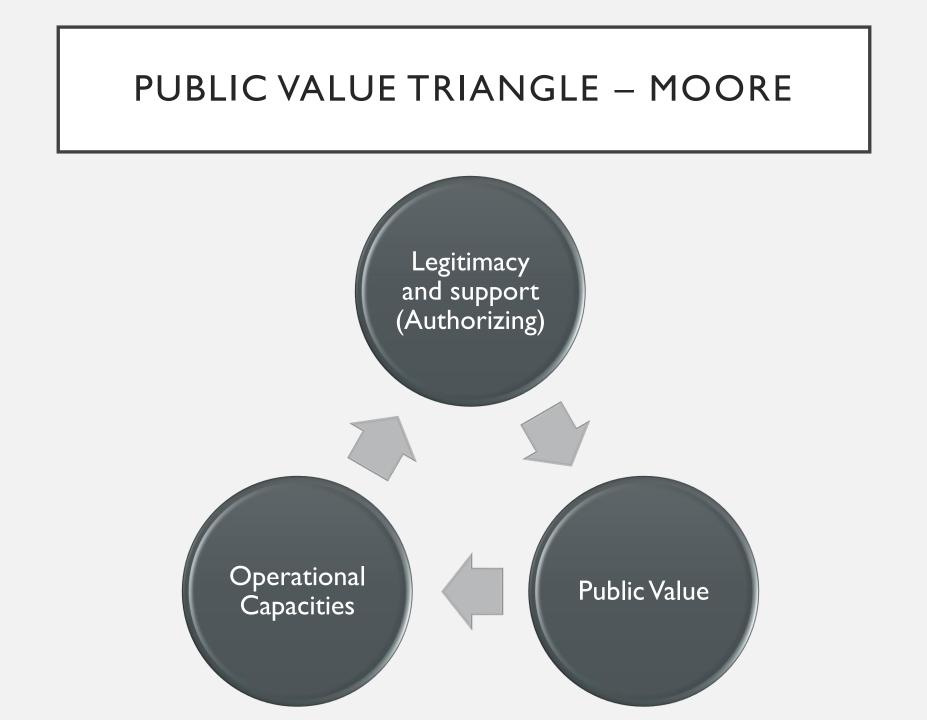
LEADERSHIP – NEW ALBANY VERSION

2024

AGENDA

- Public Value Triangle
- Understanding government and tax structure
- Understand economic development and strategic planning
- Leadership principles



UNDERSTAND GOVERNMENT STRUCTURE – OHIO EXAMPLE AUTHORIZING ENVIRONMENT

• City

- Unincorporated jurisdiction
- Township
- County
- School District

UNDERSTANDING YOUR TAX STRUCTURE

STRATEGIC PARTNERS

Townships

- Plain Township
- Jersey Township
- Monroe Township

Schools

- New Albany-Plain Local Schools
- Licking Heights Local School District

Columbus and Franklin County Metro Parks

Rocky Fork Metro Park

New Albany Parks & Recreation (Joint Parks District)

- Bevelhymer Park
- Thompson Park
- Wexner Community Park
 City of Columbus

AEP (fiber)

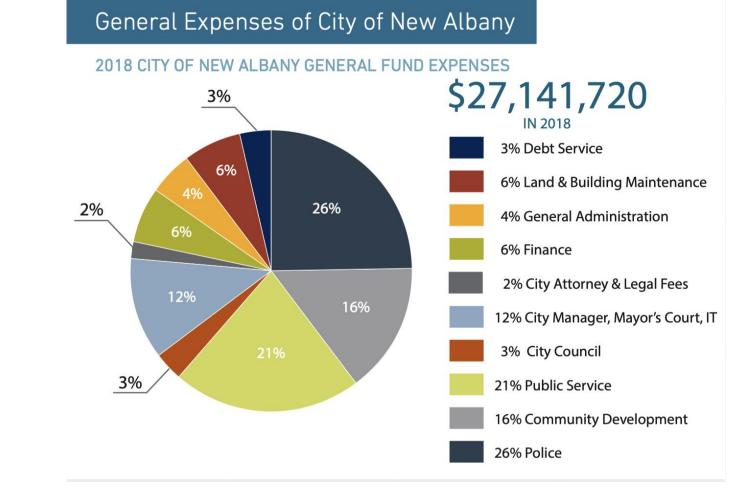
New Albany Chamber New Albany Community Foundation





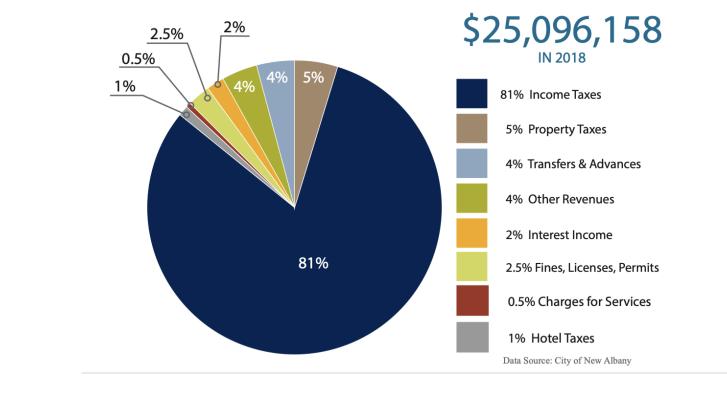




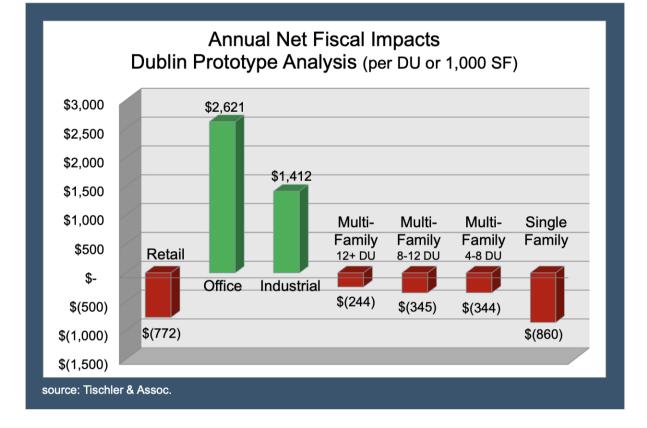


City Revenues Pay for Provided Services

EXCEPT FOR SCHOOLS (AND FIRE DEPARTMENT & PARKS DISTRICT), WHICH ARE FUNDED SEPARATELY BY PROPERTY TAXES



Land Use Decisions Have Fiscal Impacts



ISSUE:

Central Ohio has a housing shortage because we are not building the housing infrastructure needed to support our growing community

2.5 to 1

Jobs created to housing built between 2009-2019:

Peer Region Jobs/Housing Ratios 2009-2019



LESSON LEARNED

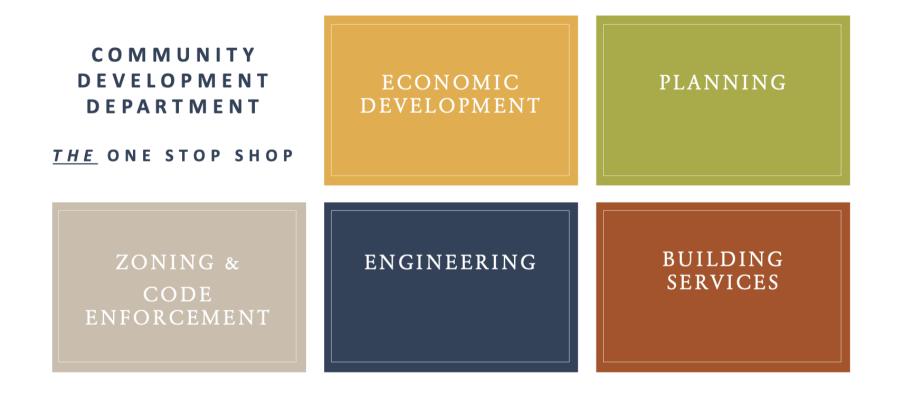
- Understand how your government works
- Understand the values and goals of the government
- Understand political and structural structures
- Understand tax structures

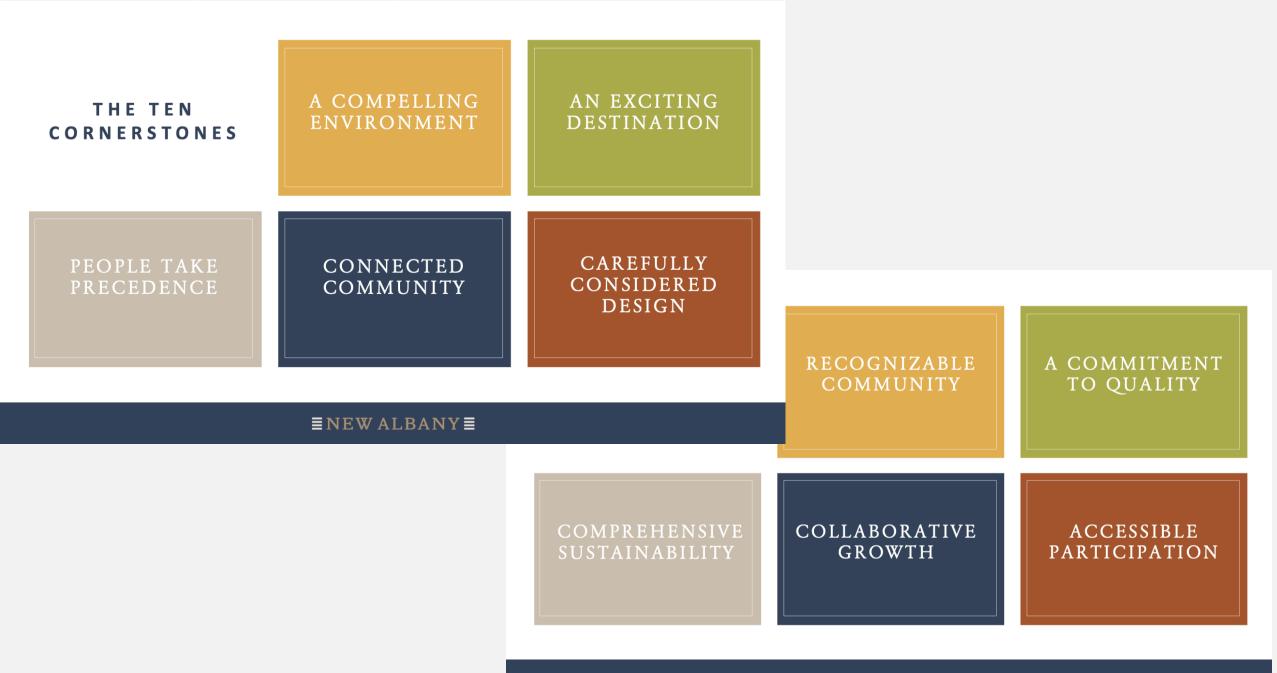
UNDERSTANDING DEVELOPMENT AND STRATEGIC PLANNING PUBLIC VALUE

UNDERSTANDING INFRASTRUCTURE NEEDS

- Electricity/Gas/Power
- Water
- Sewer
- Communications
- Land/Space
- Roads
- Workforce
- Housing
- Education pipeline











50+ Roundtable participants



41 Steering Committee members



150 Community Update Chamber Luncheon participants

1,000+ People engaged in the first phase of Engage New Albany

115 Mobile meeting participants



CITY ORGANIZATIONAL GOALS

- Invest in projects and programs that enhance quality of life
- Invest in infrastructure that encourages private development
- Pursue continual service and operations improvements
- Maintain excellent stewardship of public funds



HOW WE OPERATE

Council-Manager Style of Government

- Similar to publicly traded corporation
- Council is like a board of directors
- Mayor and Council are elected
- CEO is appointed
- Very common in central Ohio

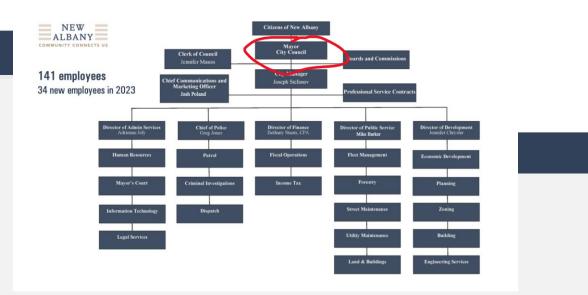
HOW WE OPERATE

Role of City Council

- Establish policy .
- Enact legislation
- Appropriate funds
- Select/direct city manager



Policy Conversation



CITY BOARDS AND COMMISSIONS

TIRC

Counties

Architectural Review Board **Board of Zoning Appeals Cemetery Restoration Advisory** Board **Charter Review Commission Council Improvement Corporation CRA Housing Council IDEA Implementation Panel Income Tax Board of Review Joint Parks District McCoy Arts Center Board** New Albany East Community Authority

Parks & Trails Advisory Board **Personnel Appeals Board** Planning Commission **Public Records Commission Rocky Fork Blacklick Accord** Sustainability Advisory Board **Tax Incentive Review Council** for both Franklin and Licking





VALUES

DEPARTMENT LEADERSHIP

- Integrity
- Compassion
- Professionalism
- Respect

- People Ethical, Value Driven, and a Servant's Heart
- Best Practices
- Train and Support
- Accountability



BEST PRACTICES

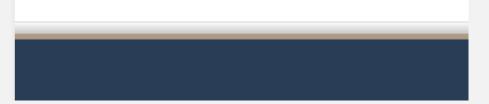
Accreditation

- Implemented directives and procedures covering 490 Compliance Requirements
- Evaluated by CALEA (an outside organization)
- Greater accountability both internally and externally

- QAQI 911 Dispatchers
- Supervisors Review BWC
- Track Use of Force, Citizen

Complaints, Bias Based Policing

- Early Warning System
- CALEA (Accreditation) Evaluations of the PD



Plain Township Fire Department Strategic Plan Community Update



December 6, 2023



est. 1810

www.plaintownship.org

Priority One: Save Lives

Goal: To respond quickly with highly trained professionals and state of the art equipment.

Dispatch, turnout, and response time optimized Civilian and firefighter safety and survivability improved Health and wellness of PTFD employees ensured

Emergency equipment purchased and maintained

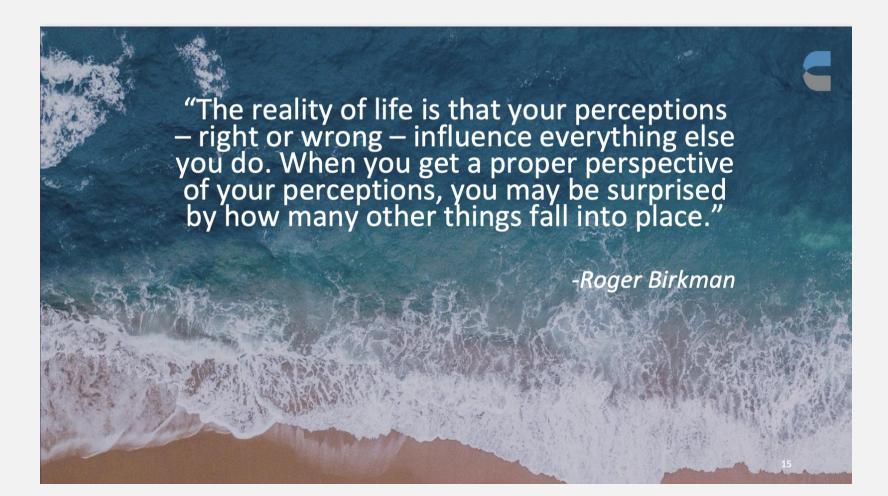
"The Plain Township Fire Department has excellent firefighters that provide a great service to the community."

LESSON LEARNED

- Understand how planning happens
- Understand the values and goals of the community and the service organizations
- Understand resources and organizations participating
- Understand how input is being collected

UNDERSTANDING LEADERSHIP PRINCIPLES OPERATIONAL CAPACITY

THE BIRKMAN SYSTEM



Managing & Leading



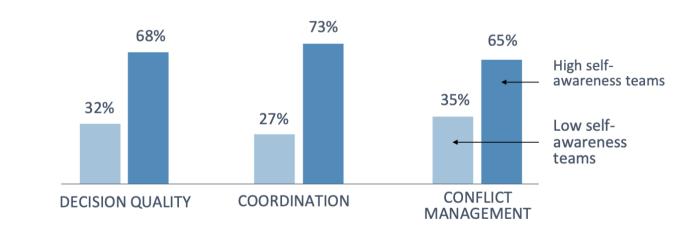


THE IMPORTANCE OF SELF-AWARENESS

UNDERSTANDING SELF

High Self-Awareness Leads to Better Team Performance

A simulation shows that it affects decision-making, coordination, and conflict management.



Source: Erich C. Dierdorff and Robert S. Rubin https://hbr.org/2015/03/research-were-not-very-self-aware-especially-at-work

PROBABILITY OF SUCCESS

10

What does it mean to be a Self-Aware Leader?

- > Understanding what you do well, as well as opportunities
- > **Appreciation** for similarities and differences
- > **Humility** towards yourself and others
- > A growth mindset that looks to learn new things
- > Ability to **forgive** others for mistakes
- > Accountability for yourself and the impact you have on others

WHAT WOULD YOU ADD TO THE LIST?

- Understanding
- Appreciation
- Humility
- Growth Mindset
- Ability to forgive others
- Accountability for yourself

5 Elements of a Strong Leadership Pipeline

Focus intently on culture



N-L-çõz

Believe in matrix management & risk taking Learning through exposure



Knowledge sharing Leadership programs embedded in the business



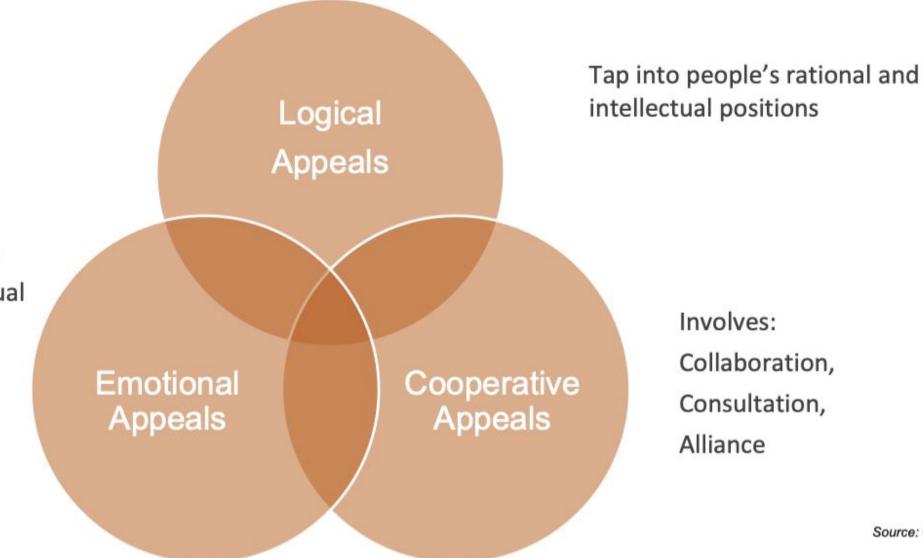


Source: The 5 Elements of Strong Leadership Pipeine, Josh Bersin, Harvard Business Review, 2016

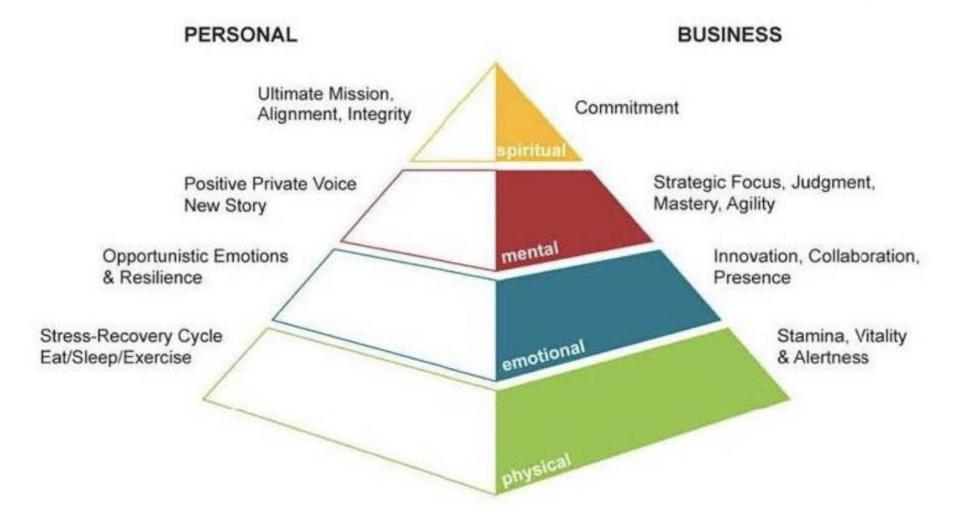
Influencing with Head, Heart, Hands



Connect your message, goals or project to individual goals and values



Corporate Athlete: 4 Dimensions of Energy

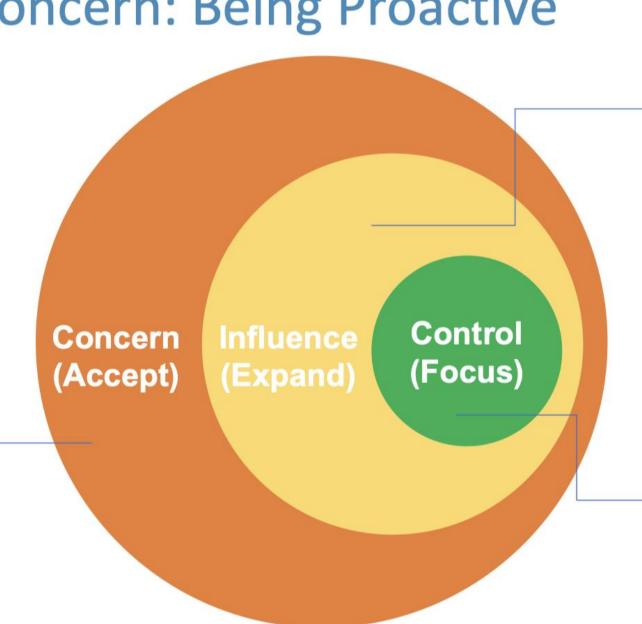




Source: Human Performance Institute, Johnson and Johnson

Circle of Concern: Being Proactive

War Politics Economy Weather Pandemics News Natural Disasters Traffic Actions of others What others think about you



Your... Family Friends Success Health Reputation Teams behavior Company's culture Initiative success Team's engagement Customer retention Promotion prospects Professional development Your Reputation

> Your... Choices/Decisions Actions Thoughts Response Attitude/Outlook Words Enthusiasm

OTHER LEADERSHIP CONSIDERATIONS

- Branding
- Meeting effectiveness
- Effective teams
- Communication
- Stress Management