

## Notes

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Wednesday, June 27 (10:00am-1:00pm)

Association of Minnesota Counties Boardroom, 125 Charles Avenue

10:00am

**Call to Order & Committee member Check-ins**

*Commissioner Gary Hendrickx, Chair, welcomed the committee.*

10:05am

**AMC Governance Structure and Strategic Work, 2017-18**

*Commissioner Hendrickx reviewed the structure of AMC Board work since the beginning of 2017: Fiduciary, Strategic & Generative Discussions (see attached, pg. 4); Committee members discussed how this framework connected to work in county government with strategic planning, comprehensive planning, and engaging constituency groups.*

The committee also discussed the **work of shifting the culture of county government** toward "learning organizations" and "continuous improvement mindsets."

Committees discussion themes included:

- 1) Supporting staff toward **developing relationships** by enrolling them in workshops via teams;
- 2) Tackling the **generational differences** in the workplace;
- 3) Inviting AMC speakers to be featured in their counties so colleagues may learn together;
- 4) The **value of changing language** from "I don't have time" to "This is not a priority" to be clear about direction and resource needs;
- 5) Letting go of the notion that "people always need to be at their desks to do their jobs" and that **staff learning is an investment**.

Some suggestions included initiatives that may not look like traditional workshops, such as: **work-embedded projects, staff-led initiatives, and cohort learning**. An AMC model that the committee recommended as "very effective" was the "Pathways Program" because it drew upon the **relationships and connections to ongoing work**.

The committee recommended broadening of this type of model and also **reaching out to affiliates to ensure subject matter-relevancy**.

10:20am

**2016-2018 Education & Training Committee Work**

The current work that most reflected these suggestions was then shared by Heather Bandeen, AMC Education Director.

- 1) The Association of Minnesota Counties and League of Minnesota Cities will be joining with **Metro State University to offer a Supervisor Workshop Series with certificate**, beginning Spring 2019. The cost will be approximately \$1500/per 12 supervisor workshops, offered monthly in St. Paul and Staples, on topics like, *Leading through Conflict, Labor Relations Skills, Strengths-based Leadership, and Getting Buy-in for Just about Anything*.
- 2) Other Outreach & Affiliate Work, including:
  - a. **Sharing announcements with other AMC staff** to offer opportunities and request ideas at affiliate conferences;
  - b. **Guest speaking invitations** at affiliate events to offer opportunities and request ideas;
  - c. **Partnership with Metro State University to offer MPA graduate student capstone projects to affiliates**, as a pilot, before introducing this program to MACA/MCHRMA this fall.
  - d. Outreach from **Metro State University to replicate an Evidence-based Certificate in Corrections**, in partnership with MACCAC, outside of the Twin Cities.
  - e. **Working with University of Minnesota's Humphrey School** to discuss where connections might be made for a Leadership cohort and/or featured faculty & research resources at existing events.



Institute for Professional Development



- 10:45am**      **Direction of AMC Education & Training Initiatives** (*see attached, pg. 5*)  
 It was also shared that the Research and Education offerings will continue to grow, under the umbrella of **AMC's sister organization: the Minnesota Counties Foundation (MCF)**, due to its 501(c)3 status, and **growing network of statewide partnerships**.
- 11:15am**      **History of 3 AMC Conferences: Reflections & Future Ideas**  
 Laurie Klupacs, Deputy Director, provided an **overview of the history of AMC's three "flagship events,"** including the themes for the Annual conference. (*see attached, pg. 6*)
- Legislative Conference, February 13-14
  - Fall Policy Conference, September 13-14
  - Annual Conference, December 3-4
- 12:00pm**      **Lunch**
- 12:15pm**      **District Meetings: Looking to Fall 2018**  
 The committee provided feedback on the AMC District Meetings and recommended that staff think about these opportunities as **highly valuable hours**. It was recommended that **learning always be a part of these meetings**. The **networking component was also noted as highly valuable** – particularly for sharing seasonal topics like *levies, contested/uncontested races, and labor negotiation results*.
- 12:45pm**      **Next Steps**

Notes will follow this meeting; Heartfelt thanks for this extensive, highly useful feedback as AMC continues to build out a framework for Education.

1:00pm

## **Closing & Thanks to Committee Members**

**Education & Training Committee Purpose:** Create educational opportunities that meet association member needs.

***Committee Responsibilities:***

- *Advise AMC's training and education staff on issues of interest to the membership.*
- *Assist staff in developing and executing all AMC conferences, including the Legislative Conference, Annual Conference, Leadership Conference, and Newly Elected Official Conference.*
- *Provide advice on additional training and education needs and methods.*

# AMC Board of Directors

- **Fiduciary - key questions**
  - *How are we doing to date?*
  - *Are we in compliance?*
  - *Anything wrong?*
- **Strategic - key questions**
  - *What should we be doing?*
  - *Where are we going?*
  - *What's the plan?*
- **Generative - key questions**
  - *What are the new possibilities?*
  - *What's coming next?*
  - *What are the new questions?*

The recent growth of educational partnerships and new research initiatives present an opportunity to develop the Minnesota County Research Foundation as a "home" for new services.

Research and Education is preparing to align and focus on a theme of Workforce Development in 2018.

An associated partnership with David Drown & Associates - with Gary Weiers - as well as the Minnesota Service Cooperatives (MSCs) would provide a statewide network for human resources technical assistance to meet growing workforce concerns - as counties seek to attract and retain employees while providing strong leadership in the coming years.

The expansion of the status and identity of the Minnesota County Research Foundation, as a nonpartisan, non-profit 501(c)(3) would provide an ideal position to attract grant funders and work with other Foundations.

- Ad-hoc Regional Workshops & Additional Events at Conferences
- FUTURES Advanced Leadership Academy/Think Tank (3x year)
- UM Extension - Regional Directors, 4-H Leadership, Extension Committee, &
- County by County Workshops - Strategic Planning, DiSC, & LEAN/CI

## 2017

- Performance Management 101 - Piloted with Pine & Renville Counties
- PATHWAYS New Administrator Group & Mentorship Support & Retreat
- Member Services Committees, Board Reports, & Feedback/Presentations
- MCIT, New Commissioner, Part II - Open Meeting Law, Bridging Divides, & Admin/Coord?
- Mitchell Hamline School of Law, Collaboration & Negotiation mini-cohort
- Pre-Conference & Conf. Speakers (Associated w/ Regional Trainings)
- Formalized Regional Training Workshop Offerings - Statewide (June-Nov.)

## 2018

- Human Resources Center: Email/Telephone Hotline; Legal Support; Standard document library; Compensation & Comparable worth support; Recruitment & Hiring Assistance; Coaching & Training
- Statewide Network of Minnesota Service Cooperatives (MSCs)
- New Regional Offerings: MN Bureau of Mediation Partnership, Bridging Divides; State Demographer, Census 2020 Work Sessions; & DDA, Performance Management 101





# Association of Minnesota Counties

www.mncounties.org

## Annual Conference Theme Selections

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- **2018:** DoubleTree by Hilton, Bloomington  
"Complete Leadership: Cultivating Innovation & Influence with Logic & Creativity"
- **2017:** St. Cloud Civic Center  
"Shaping Minnesota"
- **2016:** Hyatt Regency, Minneapolis  
"Solutions Start Here"
- **2015:** St. Cloud Civic Center  
"One Minnesota"
- **2014:** St. Cloud Civic Center  
"Connect, Communicate, Collaborate, Commit"
- 2013:** Hyatt Regency, Minneapolis  
"Strength in Unity"
- **2012:** St. Cloud Civic Center  
"United by Design"
- **2011:** Hyatt Regency, Minneapolis  
"Planning Progress: County Government Works to Find Inspired Solutions to Real Problems"
- **2010:** St. Cloud Civic Center  
Think Possible: Big Challenges; Bold Ideas; Better Solutions
- **2009:** Hyatt Regency, Minneapolis  
"Composing the Future: A Symphony of Balance"
- **2008:** Duluth  
"Celebrating a Century"
- **2007:** Hyatt Regency, Minneapolis  
"Growing Through Change"
- **2006:** Rochester  
"Step up to the Plate"
- **2005:** St. Paul River Center  
"Charting the Course: Discover the Treasures of Innovation & Collaboration"
- **2004:** St. Cloud Civic Center  
"Set for Success: Everyone has a Place At The Table"
- **2003:** Hyatt Regency, Minneapolis  
"Architects of the Future: Planning, Designing Building"
- **2002:** Duluth Convention Center  
"Reach Out & Make A Difference"
- **2001:** St. Paul River Center  
"Our Future Is....Counties Talking & Working Together"
- **2000:** Rochester Civic Center  
"Winds of Change: Leading Counties Into the Future"
- **1999:** Radisson South, Bloomington  
"Governing in the New Millennium: Raising the Standard of Excellence"
- **1998:** St. Cloud Civic Center  
"Building Communities: Catalysts of Change"
- **1997:** Radisson South, Bloomington  
"Building Communities: Partners in Progress"
- **1996:** Duluth Convention Center  
"Building Communities: Counties in Action"
- **1995:** St. Cloud Civic Center  
"Looking in the Mirror: Facing Reality"
- **1994:** Radisson South, Bloomington  
"Celebrate the Sameness, Savor the Differences"
- **1993:** Rochester Civic Center  
"Community Partnerships Today for a Vibrant Tomorrow"
- **1992:** Radisson South, Bloomington  
"Bringing County Visions into Focus"
- **1991:** Duluth Convention Center  
"From Pine to Prairie: An Urban Rural Tapestry"
- **1990:** Minneapolis Marriott  
"The Decade of the '90s: The Continuing Story of County Government"
- **1989:** (November): Radisson South, Bloomington  
"County Government in Concert: In Harmony for the 90s"
- **1989:** (January): Radisson South, Bloomington  
"Together Toward Tomorrow"
- **1988:** Radisson South, Bloomington  
"We the People: Expanding the Partnership"
- **1987:** Radisson South, Bloomington  
"Solving Tomorrow's Challenges Through Partnership"
- **1986:** Sheraton Park Place
- **1985:** Radisson, St. Paul
- **1984:** Radisson, St. Paul
- **1983:** Radisson, St. Paul
- **1982**
- **1981:** Rochester
- **1980:** Radisson South
- **1979:** St. Cloud Holiday Inn
- **1978:** Radisson, St. Paul