

**CITY OF LA VISTA
MAYOR AND CITY COUNCIL REPORT
SEPTEMBER 3, 2024 AGENDA**

Subject:	Type:	Submitted By:
PROFESSIONAL SERVICES — LEADERSHIP TEAM DEVELOPMENT	◆ RESOLUTION ORDINANCE RECEIVE/FILE	BRENDA S. GUNN CITY ADMINISTRATOR

SYNOPSIS

A resolution has been prepared to approve a professional services agreement with Rob McClary, PhD, to provide professional services associated with a week-long Leadership Development and Team Building Seminar for the Leadership Team in the amount not to exceed \$16,000.

FISCAL IMPACT

The FY25/FY26 Biennial Budget provides funding for this training.

RECOMMENDATION

Approval.

BACKGROUND

In recent years, there have been significant changes in the city's top leadership team, with turnover in four out of the ten Department Head/Managing Director positions within the last three years, and more anticipated retirements in the next few years.

It is crucial to focus on leadership development and team building for new teams as these lay the foundation for a cohesive and productive work environment. Effective leadership provides guidance, sets the tone for team dynamics, and inspires members to work towards common goals. Developing these skills enhances the team's ability to motivate, manage conflicts, and make strategic decisions. Additionally, team-building activities promote trust, communication, and collaboration among team members, which are essential for seamless coordination and innovation. These elements create a supportive and dynamic atmosphere where each individual feels valued and empowered, ultimately driving the team towards greater success and resilience.

I have attached a copy of Dr. McClary's bio for your review.

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA AUTHORIZING PROFESSIONAL SERVICES PROVIDED BY ROB MCCLARY, PHD, TO FACILITATE A WEEKLONG ON-SITE LEADERSHIP DEVELOPMENT AND TEAM BUILDING SEMINAR FOR THE LEADERSHIP TEAM IN AN AMOUNT NOT TO EXCEED \$16,000.00.

WHEREAS, the Mayor and Council have determined that leadership development and team building are foundational for a cohesive and productive work environment; and

WHEREAS, the FY25/FY26 Biennial Budget provides funding for the proposed services; and

WHEREAS, Dr. McClary is highly qualified and has designed and provided tailored instruction to a diverse set of government organizations; and

WHEREAS, Subsection (C) (9) of Section 31.23 of the La Vista Municipal Code requires that the City Administrator secures Council approval prior to authorizing any purchase over \$5,000;

NOW, THEREFORE BE IT RESOLVED, that the Mayor and City Council of La Vista, Nebraska authorize professional services provided by Rob McClary, PhD, to facilitate a weeklong on-site Leadership Development and Team Building Seminar for the top leadership team in an amount not to exceed \$16,000.00.

PASSED AND APPROVED THIS 3RD DAY OF SEPTEMBER 2024.

CITY OF LA VISTA

Douglas Kindig, Mayor

ATTEST:

Pamela A. Buethe, MMC
City Clerk

Rob B. McClary, PhD.

Rob has been a facilitator teaching Red Teaming since 2014. He has taught red teaming and the Innovative Leader Course (ILC) to leaders from all branches of the US military as well as leaders from our allies and coalition partner nations.

Prior to that, he led the research team for the US Army's Human Dimension Task Force, exploring the anticipated physical, social, and cognitive requirements of future leaders.



Rob has conducted research into individual and group level creativity, the barriers to innovation that organizational leaders face and how these barriers can be overcome or mitigated. He has also conducted research exploring the factors that enhance or impede the development of interpersonal trust between and among people from different cultures. He also provides paid consultation services in support of research funded and conducted by the Army Research Institute.

He graduated from the United States Naval Academy in 1985 and spent over 20 years leading Marines.

In 2009 he was awarded his PhD from Kansas State University in the field of Adult Education with his research specialty of enhancing individual and team tolerance for ambiguity and creative achievement.

In addition to providing facilitation, consultation, and instruction to leaders in the Department of Defense, he teaches courses in Organizational Behavior and Innovation Leadership for Central Michigan University graduate school.

He has designed and provided tailored instruction to a diverse set of government organizations including the Federal Reserve Bank of NY, US Customs and Border Protection, the US Postal Regulatory Commission, and commercial and professional organizations including United Rentals, the KU Medical Center, and the Kansas City Chiefs' coaching staff.

He is married to his high school sweetheart, Amy, and they have two children and two grandchildren.