



City of Lee's Summit, MO City Council Planning Session

August 6, 2016

Summary Notes

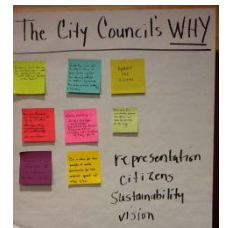
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Why You Serve

What do you love most about being a City Council member for the City of Lee's Summit, or if new, what are you looking forward to most as a City Council member?

- The feeling of making a difference.
- Being part of the decision-making process that will help grow this city. I want to work with groups and individuals rather than against them for the benefit of the city.
- Continue to build with sound economic development. Make the Public Safety Department a "destination" department. Build bridges among the council.
- The realization that I am leaving my "fingerprints" on the place I call home.
- The part that we play in making this a great community! Being able to represent the residents of this City is very rewarding, and sometimes we are able to help with problems they or their neighborhood might encounter along the way.
- Having been a community leader for years as well as a Business owner, I have good insight into a big picture for LS. I love working through issues and arriving at positive results. I love economic development and an education component of local government.
- Contributing to the greater good of Lee's Summit, now and for the future.
- I love that the residents of my District chose me to be their voice. I look forward to leading with a positive, common sense voice, and bringing an energetic perspective to many issues in order to keep Lee's Summit safe, beautiful and amazing.

What is the City Council's "Why"? *What is the Primary Purpose of the City Council?* *Why Does the City Council Exist?*



- The Council exists because the residents saw a need for **representation** to make informed decisions on their behalf.
- Guide the City with a short term and long term **vision** for caused effect in order to keep the City viable, sustainable and thriving.
- Represent the **citizens**.
- Provide leadership and direction for the City of Lee's Summit which allows for strong economic growth and **sustainability** for our citizens.
- Make policy – Be the bridge between citizens and their representative – create the culture of City government.
- Be a voice for constituents, protect tax dollars and guide the direction of the City.
- Represent the interests of citizens – Be their voice.
- Be a voice for the people and make decisions for the overall good of the City.

The Vision for the City of Lee's Summit

*A culturally rich community with diverse economic sectors
to create a prosperous and dynamic community in perpetuity.*

LS360 - Lee's Summit is a sustainable and vibrant city with a dynamic spirit of cooperation among its diverse citizens, businesses, organizations, educational systems and governments. Through comprehensive community planning and regional collaboration, Lee's Summit enjoys economic independence and a high quality of life as a recognized destination city.

What You Envision

I know this city is on the cusp of great growth and I see our gateways expanding from our downtown core to the south, from the 291/50 interchange to the northeast with the expansion of our airport. Our cultural arts is forging ahead with the amphitheater and the future downtown performing arts venue.

To build an environment where we spend energy on what we can accomplish as a team. To do for the citizens what they cannot do for themselves. Put aside personal agendas and work for the people.

I want enough housing and jobs that our well-educated children will want to return and live and work here when they finish college.

I think Lee's Summit could be the place people come from around the metro to shop and for entertainment (however, right now we don't even have a decent movie theatre.)

Lee's Summit has more jobs than it does residents. The technology, health care, light industry, and entrepreneurial efforts have all become successful. We have increased the density in our downtown w/out sacrificing the character that makes it the HEART of the community, and that density has helped strengthen and grow the retail and entertainment environment. The Airport runways are complete, the new tower and hangars are done, and we continue to be a general aviation hub. Our Police have the latest in radio equipment, and we have replaced older fire stations and laid out a long-term plan on how/when to upgrade facilities on a more regular basis. The Parks Department is able to have a community center in each 1/4 of the city and operate successfully with connectivity and their management of the KATY Trail connection, growing our recreation/tourism industry. So, the Quality of Life continues to improve, while we have wisely and prudently used our resources in very a effective manner.

Sustainability and economic growth at the same time promoting the great city with strong presence and leadership.

I want to keep Lee's Summit safe, beautiful and amazing for years to come.

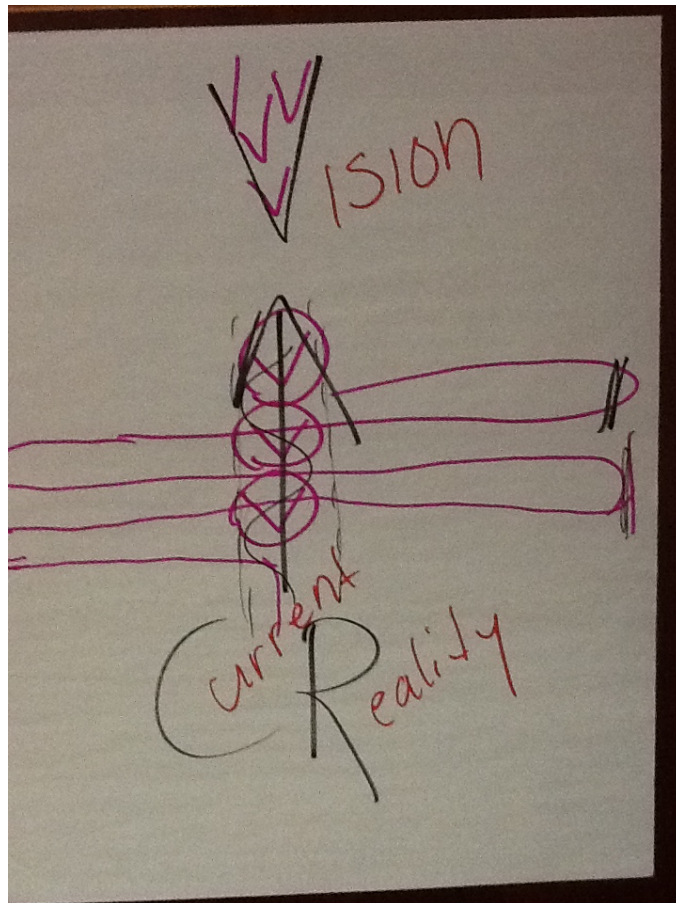
I would like for the City to be an inclusive community where an individual can feel at home and that they are a valued member of the community where their thoughts and concerns are heard and respected.

Are these visions aligned? What are the common themes?

Why Vision Matters

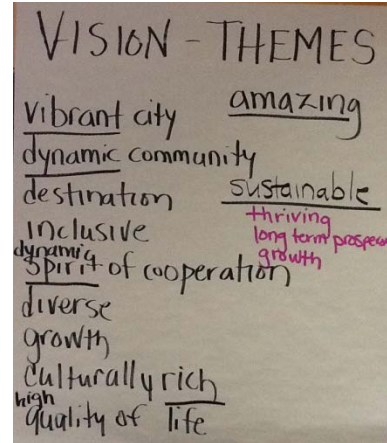
Vision and goal clarity is critical. The vision of the future should be clearly defined, including why this goal is important as well as the emotion of how it will feel when accomplished. The more clearly defined the vision is, the easier it is to stay focused and not get distracted.

You're naturally drawn toward the dominant image. If you talk about (or worry about) the current reality more than the vision, you will become stagnant. "Stuckness" occurs when the picture or fear of the current reality is stronger than the vision of the future.



Vision - Themes

- Vibrant City
- Dynamic community
- Destination
- Inclusive
- Dynamic spirit of cooperation
- Diverse
- Growth
- Culturally rich
- High quality of life
- Amazing
- Sustainable
- Thriving
- Long term prosperous
- Growth



Focus Area

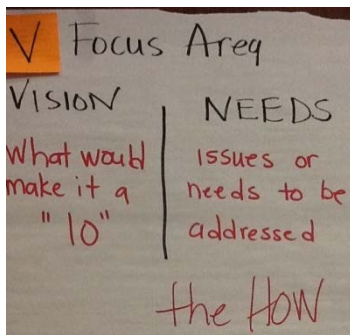
VISION

What would make it a "10"

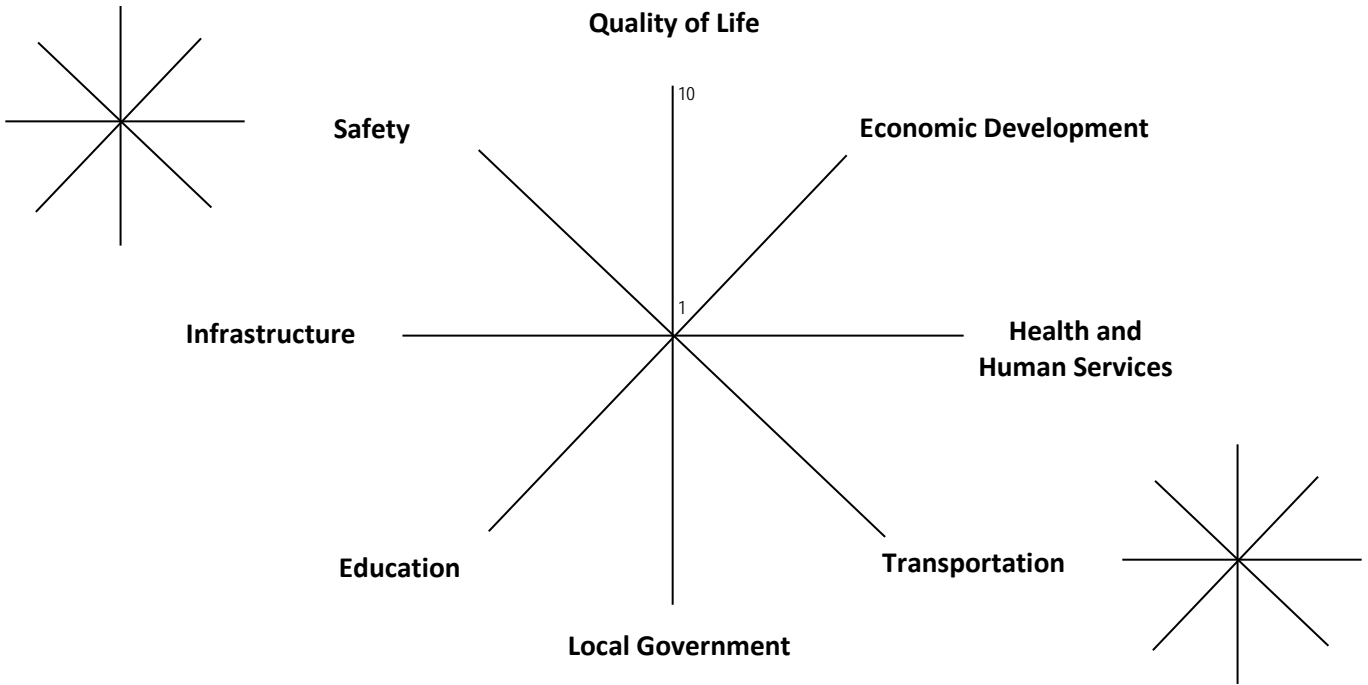
NEEDS

Issues or needs to be addressed

The How



City Management: Success By Intent



Step 1: Rate each of the above areas on a scale of 1 to 10 (10 being the best) in each attribute with a dot (•).

Step 2a: How would your constituents rate the city in each of the 8 areas above? Make an 'x' on the diagram.

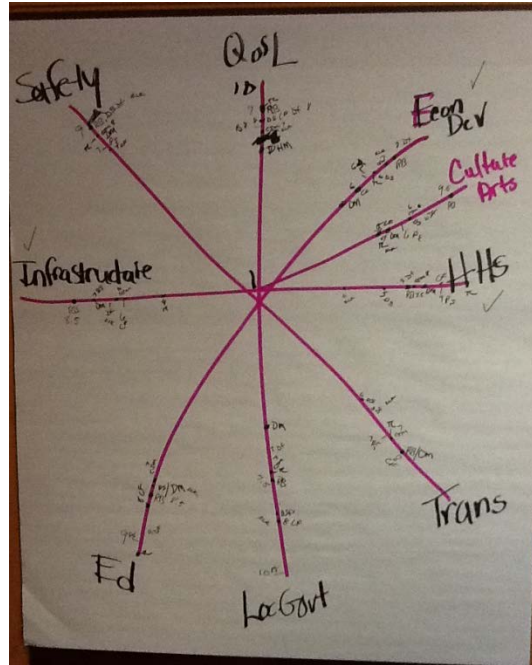
Step 2b: How would an outsider rate the city in each of the 8 areas above? Make a '--' on the diagram above.

Step 3: What is your long term BOLD/IDEAL vision (a "10") in each of the above areas look like?

Step 4: What needs to be done to accomplish the ideal long term vision above?

City Management: Success By Intent

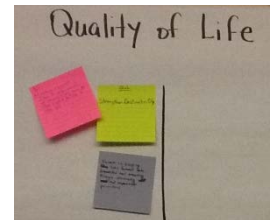
ACTIVITY: The City Council members rated each area based on their current reality. *How would you rate each area today on a scale of 1 to 10 with 10 being ideal?* Their answers are summarized in the table below.



Category	Range	Spread	Average
Quality of Life	6 – 9	4	7.78
Economic Development	5 – 8	4	6.5
Culture / Arts	5 – 9.5	5.5	5.27
Health & Human Services	4 – 9	6	6.61
Transportation	5 – 8	4	6.89
Local Government	5 - 10	6	7
Education	7 – 10	4	8.22
Infrastructure	4 – 8.5	5.5	6.5
Safety	7 – 9	3	8.22

Quality of Life

- Not necessarily a Vision but... I miss the unity, comradery and community building passion that LS360 brought to the table to address quality of life.
- Strengthen destination City.
- Invest in keep Lee's Summit safe, beautiful and amazing through efficiency and responsible priorities.



Economic Development

- Allow Development Center to process to fully function.
- Clear, easily understandable processes allowing for high quality appropriate development with agile and flexible decision making with emphasis on problem solving.
- Church open up land.
- Spec buildings ready for occupancy.
- Redevelop.
- Max ROI.
- Encourage with wages as or above Jackson County average.
- Full buildout and compliment of industries.
- Thriving yet affordable growth which generates unique and classy options for our community, and long term careers that support future growth.
- A local economy that provides a variety of employment opportunities to help keep the younger workforce here in the community.
- High quality and diverse economic development with bold and flexible decision making to encourage more innovative technology and high wage careers.
- 21st Century economic structure.



Culture-Arts

- Cultivate and foster the growth of an emerging and energetic arts environment.
- Full compliment of Arts.
- Create a supportive environment for artistic expression that is representative of the values of a welcoming community.
- Unique and fun options that builds culture and community, attracts others, and increases value.
- Public art visible in all areas of the City.
- Development requirement.
- Complete Cultural Arts Corridor.
- Encourage private investment.
- Differences are respected through community experiences for cultural exchange.



Health & Human Services

- Full capable facilities and entities.
- A community that cares and supports all citizens who are not capable of self-reliance, (elderly, mentally-challenged, parents with special needs children, etc.).
- Ensure protection of the environment and natural resources including green space while providing for continued growth and development.
- Affordable services available to ALL.
- Boys and Girls Club for the youth.
- Max non-profit collaboration i.e. central housing.
- Aid in free and reduced lunches which impact families.
- Continue to assess housing for non-profits.
- Conservation of environment and green space.
- Encourage development of medical resources.
- Encourage expanded services available to veterans.
- Encourage development growth, additions, expansion of non-profit programs and services.
- Vision: Max access and affordability...
 - Protection of environmental resources
 - A wellness community
 - Legislative advocacy for HHS
 - Education and outreach for HHS



Transportation

- Incorporate technology into transportation.
- Identify support for regional options: Leverage – Capitalize.
- Connect recreation to economic development projects, ex: bike share.
- Investigate and implement where appropriate different modes of transportation for all ages.
- Revenue that allows us (City) \$ to make our roads look like Virginia Parkways.
- Viable roadways in all parts of the city.
- Develop options.
- A comprehensive, multi-modal system that allows mobility regardless of age, ability, or economic class.
- Create connection to Katy Trail.
- Vision: Livable street elements throughout development & residential including connectivity to accessibility.
- Vision: A multi-modal system that embraces livability and connectivity.



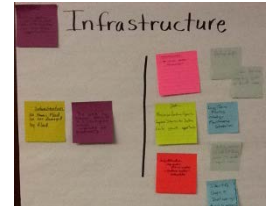
Education

- Continue the environment for educational eco-system to thrive.
- Collaborative work with governing bodies.
- Upgrade online and communications technology that builds data to increase community education and engagement.
- Get all sectors of education communicating.
- Ban political TV ads!
- Education:
 - Website
 - Projects
 - Engage students in community to retain students in Lee's Summit after graduation.



Infrastructure

- No homes flood or are damaged by flood.
- Vision: Ability to address current infrastructure needs while expanding capacity for future opportunities.
- Be able to travel through Lee's Summit multiple ways – include all quadrants.
- Storm water management.
- Maximize roadway capacity.
- Improve storm water system.
- Create growth opportunity.
- Upgrade storm water.
- Maintain curbs and sidewalks.
- Clear policies regarding public vs private needs.
- Partnerships.
- Long-term planning including maintenance schedules.
- Identify reliable and sufficient funding source to complete and support vision.
- Identify gaps & shortcomings and work to address (sidewalk/connectivity).



Safety

- Educating our citizens on high performance standards and how we are attaining those goals.
- Mutual aid.
- Community policing is vital.
- Relationship with community and first responders.
- Turnover communications / radios, emergency planning to better include available resources for response.
- Maintain Hire & Rotate Safety Personnel, FF, police.
- Audio system upgrade.
- Upgrade fire stations.
- Continue providing resources and facilities to maximize ability to protect citizens
- To create an environment where the perception of safety is supported by reality of safety.
- A well staffed, well paid, well equipped public safety group, who represents and carries forward the community's values and is always oriented towards the future.
- Distinction, departments / public private partnerships / communications.

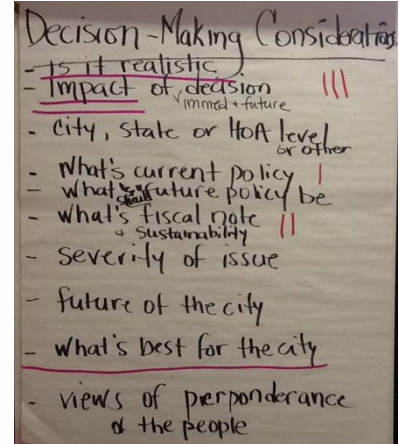


How Will You Decide?

Decisions are easy until people, emotion, special interests, politics and ego get involved. Setting all of that aside, and without a specific decision or example in front of you, what are the primary considerations when faced with difficult choices or decisions on behalf of the City of Lee's Summit? Identify three key considerations and three key questions that would generally make decision-making or prioritization easier.

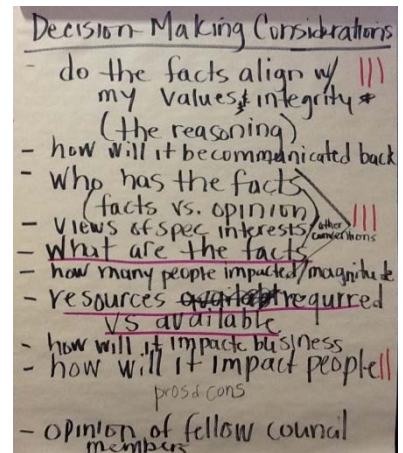
Key Considerations

- Is it realistic?
- Impact of immediate & future decision? (3)
- City, State or HOA level or other?
- What's current policy?
- What should future policy be?
- What's fiscal note & sustainability? (2)
- Severity of issue?
- Future of the City?
- What's best for the city?
- Views of preponderance of the people?
- Do the facts align with my values & integrity? (the reasoning) (3)
- Who has the facts? (facts vs opinion) – What are the facts? (3)
- Views of special interests / other conventions - How many people impacted/magnitude?
- Resources required vs available?
- How will it impact business?
- How will it impact people? Pros & cons. (2)
- Opinion of fellow Council members?



Key Questions for Decision-Making

1. Is it realistic?
2. Impact of immediate & future decision?
3. What's best for the City?
4. What are the facts?
5. Resources required vs available?



You Are the Visible Standard of Acceptable Behavior



The 13 Trust Behaviors

By Stephen M.R. Covey

1. **Talk Straight** – Be honest. Tell the truth. Demonstrate integrity. Don't spin the truth or distort facts.
2. **Demonstrate Respect** – Genuinely care for others. Show you care. Respect the dignity of every person.
3. **Create Transparency** – Be open and authentic. Err on the side of disclosure. Don't have hidden agendas.
4. **Right Wrongs** – Apologize quickly and sincerely. Demonstrate humility. Don't let pride get in the way.
5. **Show Loyalty** – Give credit to others. Speak about people as if they were present. Check your intent.
6. **Deliver Results** – Get the right things done. Make things happen. Don't make excuses for not delivering.
7. **Get Better** – Continuously improve. Develop feedback systems, both formal and informal.
8. **Confront Reality** – Confront issues before they turn into major problems.
9. **Clarify Expectations** – Disclose and reveal expectations. Discuss them. Validate them.
10. **Practice Accountability** – Hold yourself accountable first. Don't avoid responsibility.
11. **Listen First** – Listen before you speak. Don't presume you have all the answers.
12. **Keep Commitments** – Make keeping commitments the symbol of your honor.
13. **Extend Trust** – Demonstrate a propensity to trust. Extend "smart trust".

Circle three of the above trust behaviors that you personally could improve on that would impact how you are perceived and would positively affect your relationships.

Choose ONE trust behavior, that if improved or increased, would benefit the entire City Council if you all worked on it together.