

Mentoring and Team Building

Peggy Merriss, City Manager

Andrea Arnold, Assistant City Manager

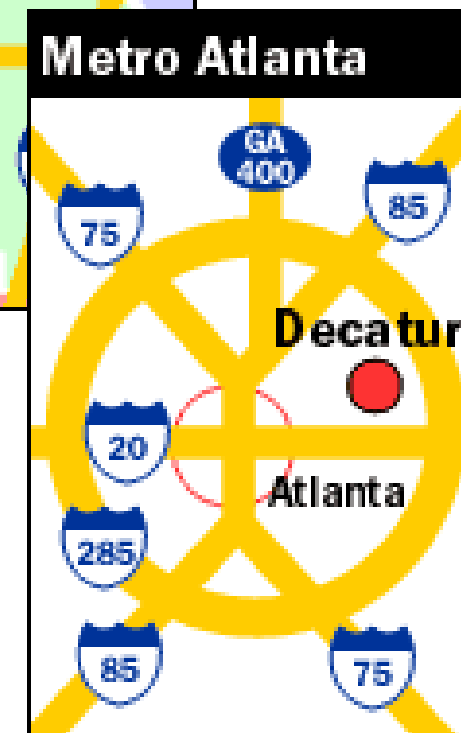
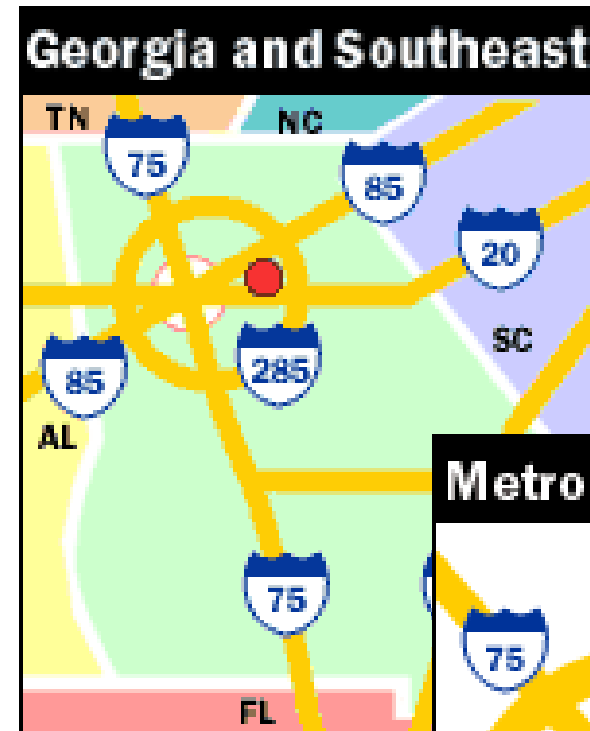
David Junger, Assistant City Manager

City of Decatur, Georgia

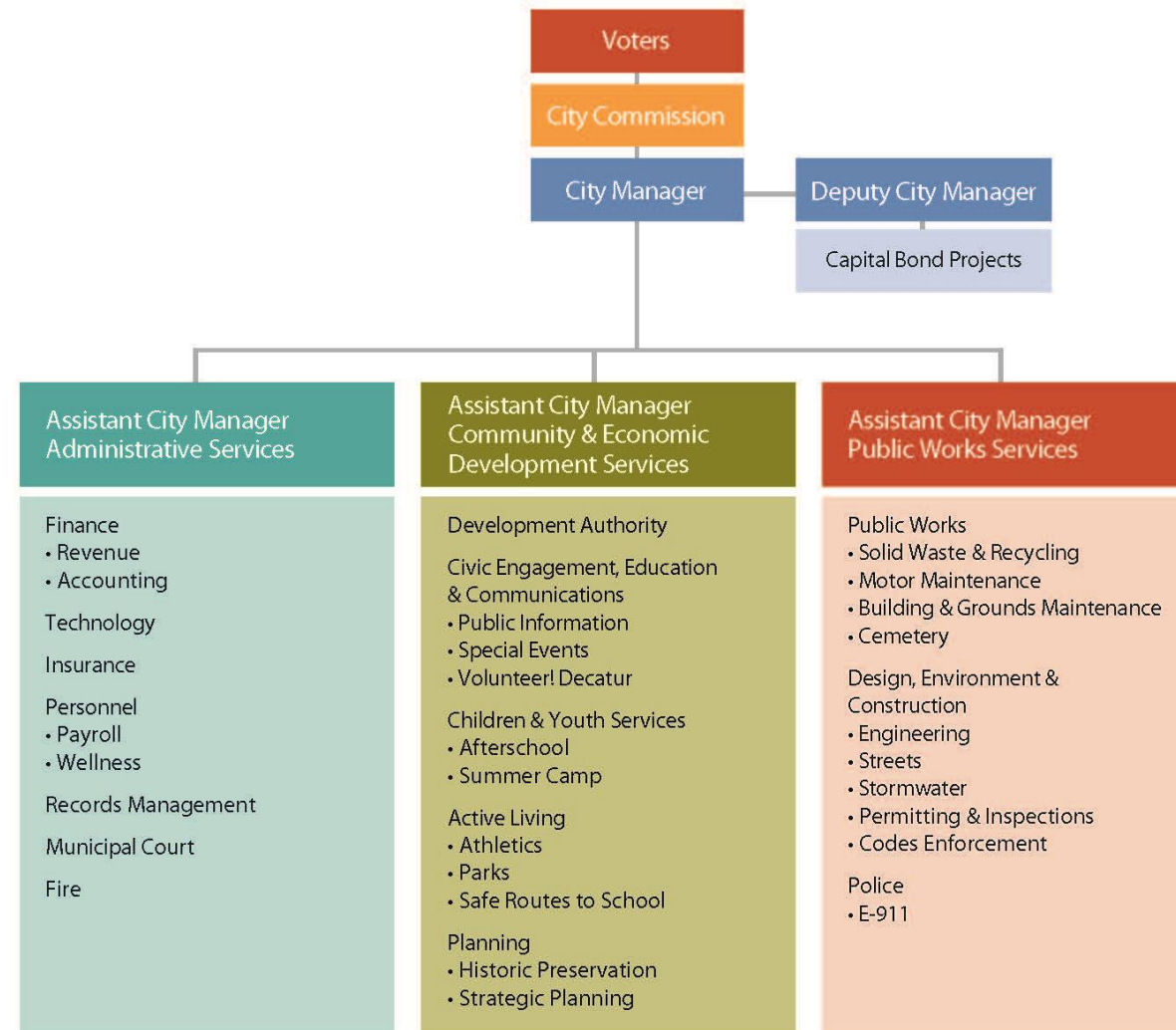


Decatur, Georgia 30030

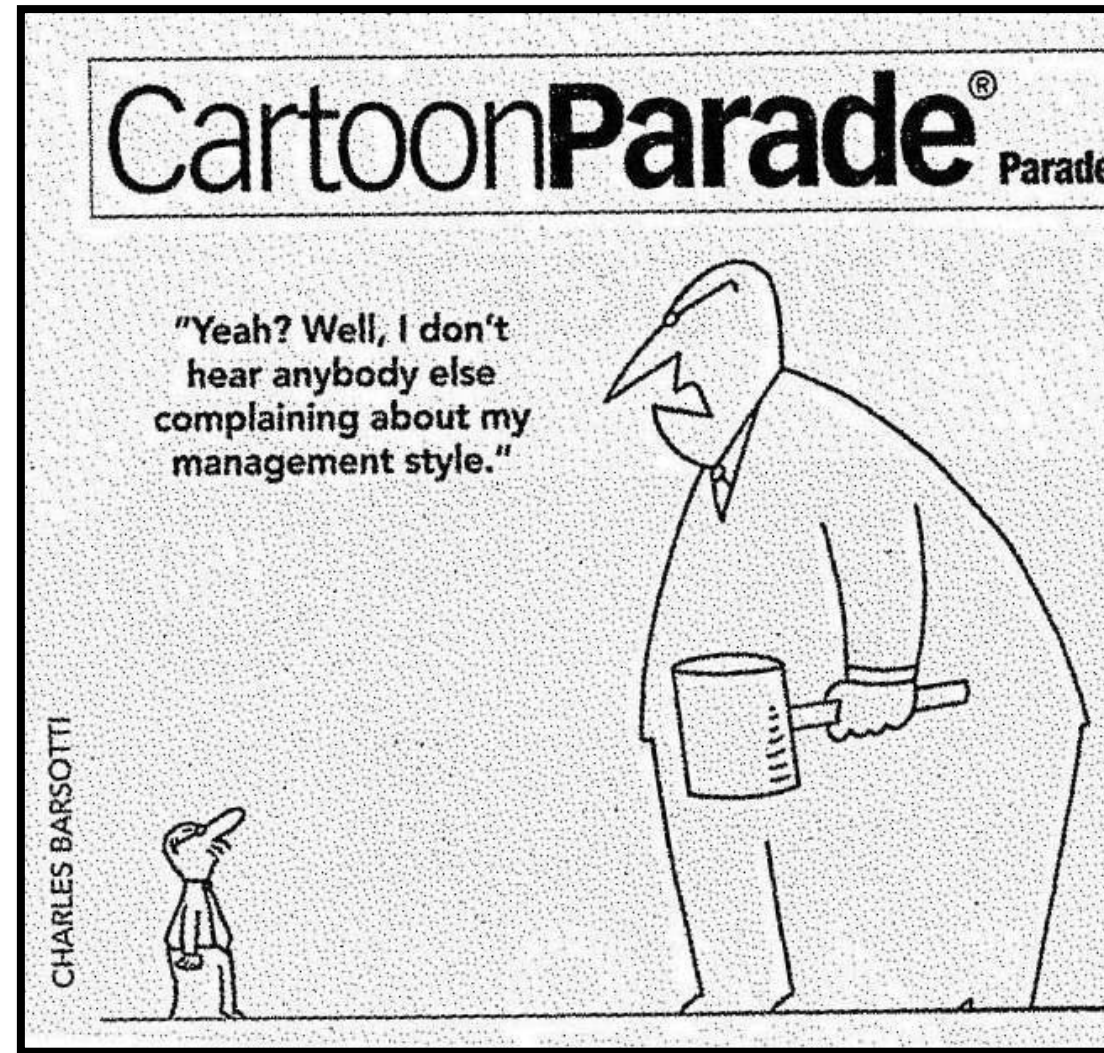
- *12 Minutes East of Downtown Atlanta*
- *Population 21,467 in 4.27 sq. miles*
- *County Seat*
- *Home to Agnes Scott College and close to Emory University and the CDC.*
- *Full Range of Municipal Services*
- *AA+ Bond Rating*
- *All combined budgets = \$63mm*
- *225 FTE*



City Organization



Why Mentor?



Mentoring and Team Building

Mentoring

- Mutual relationship
- Intentional
- Mentor strives to instill values, knowledge & skills
- Mentee seeks knowledge & self-improvement

Team Building

- Working together as a group
- Common/shared goals
- Improved performance

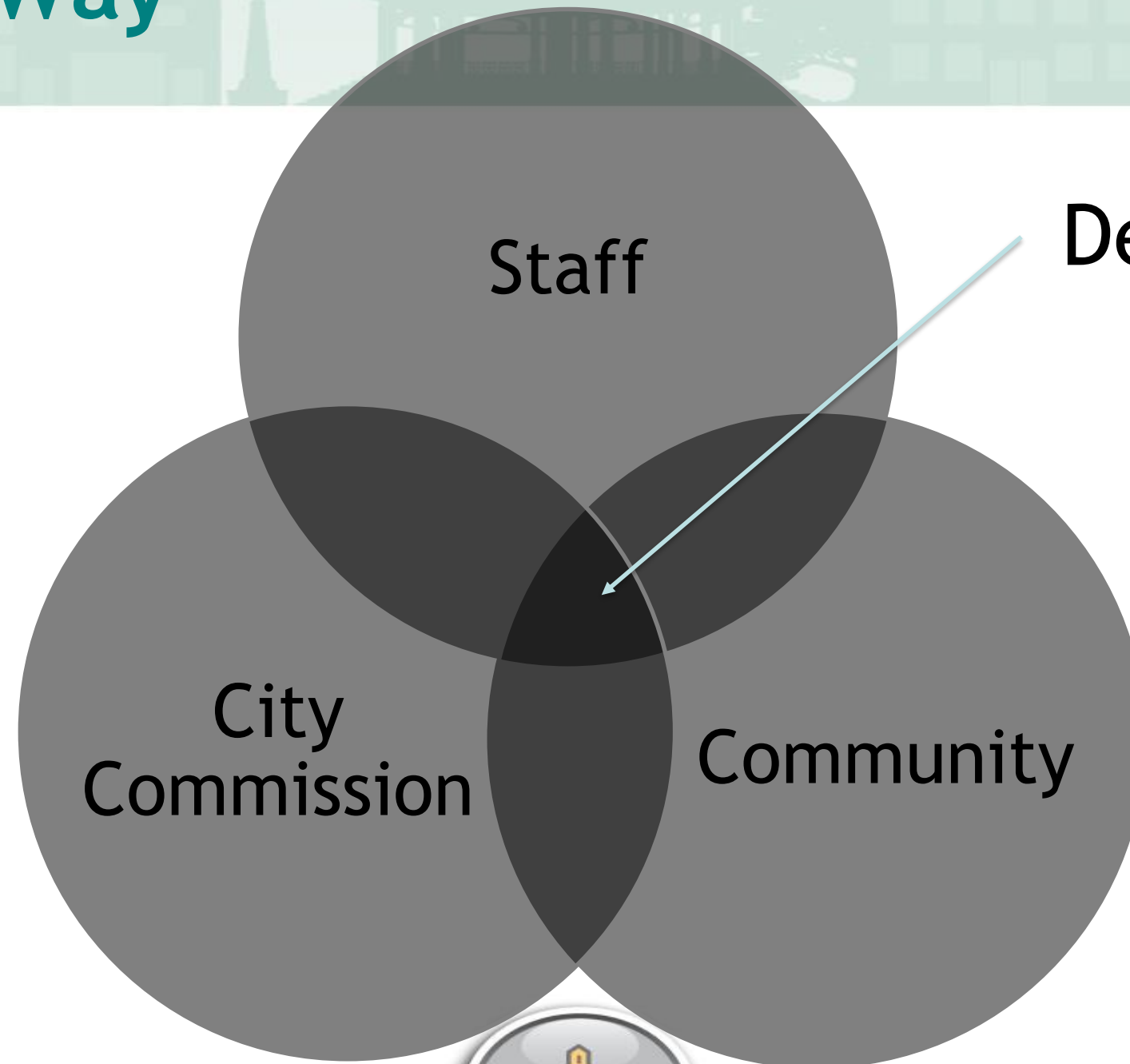


We Are.....

- City Commission
- City Staff
- Community



“Decatur Way”



Decatur Way



Vision

“The City of Decatur will assure a high quality of life for its residents, businesses and visitors, both today and in the future.”



Be An Example

- Newly Elected Orientation
- Provide a copy of the ICMA Code of Ethics
- Homework
- Annual Retreat
- Include Staff Interactions





Community



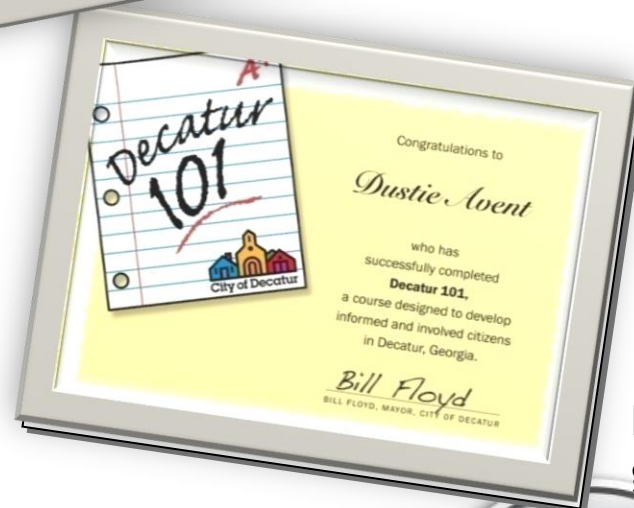
Community Helper Day



Citizen Education



Decatur 101
graduating class



Decatur 101
graduation certificate



Decatur 101 graduation ceremony



Resident Boards and Commissions



Planning Commission



Better Together Advisory Board



Active Living Board



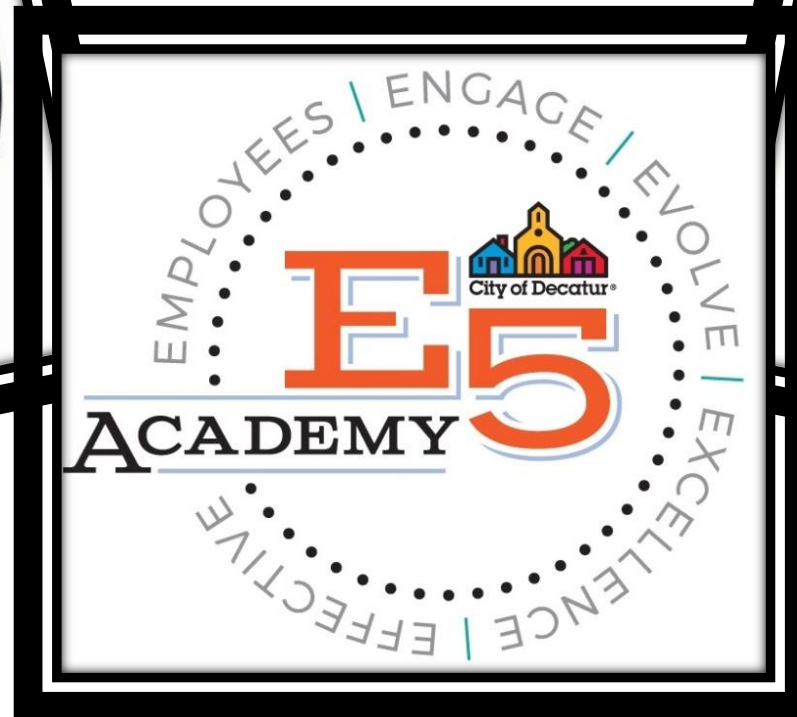
Community Events



Volunteer! Decatur



Employees



David's Example

Police Chief

to

Public Works



Meredith's Example

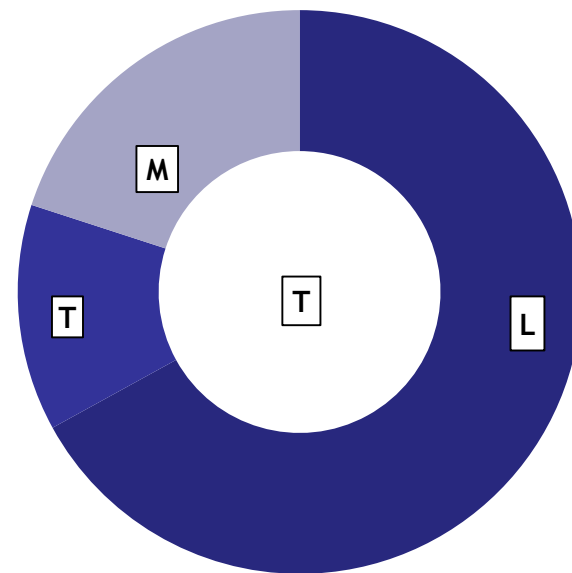


GA Certified Emergency Manager
a.k.a.
Deputy Director of
Emergency Preparedness



High Performance Organization - the Decatur Way

- Every Job in the City encompasses Teamwork, Leadership, Management, and Task components, but at different levels...



Cross-Departmental Teams



Technology



Wellness



E5 Academy



Decatur Way

Blessed are the flexible,
for they shall not be bent
out of shape.

Anonymous



Decatur Way

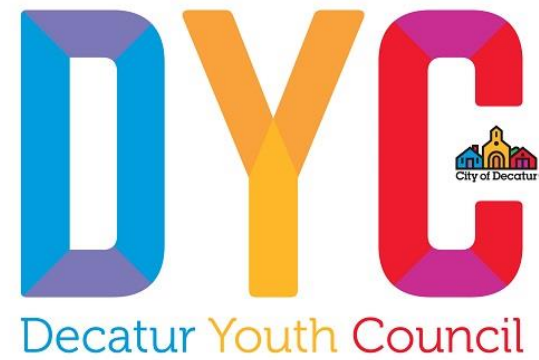
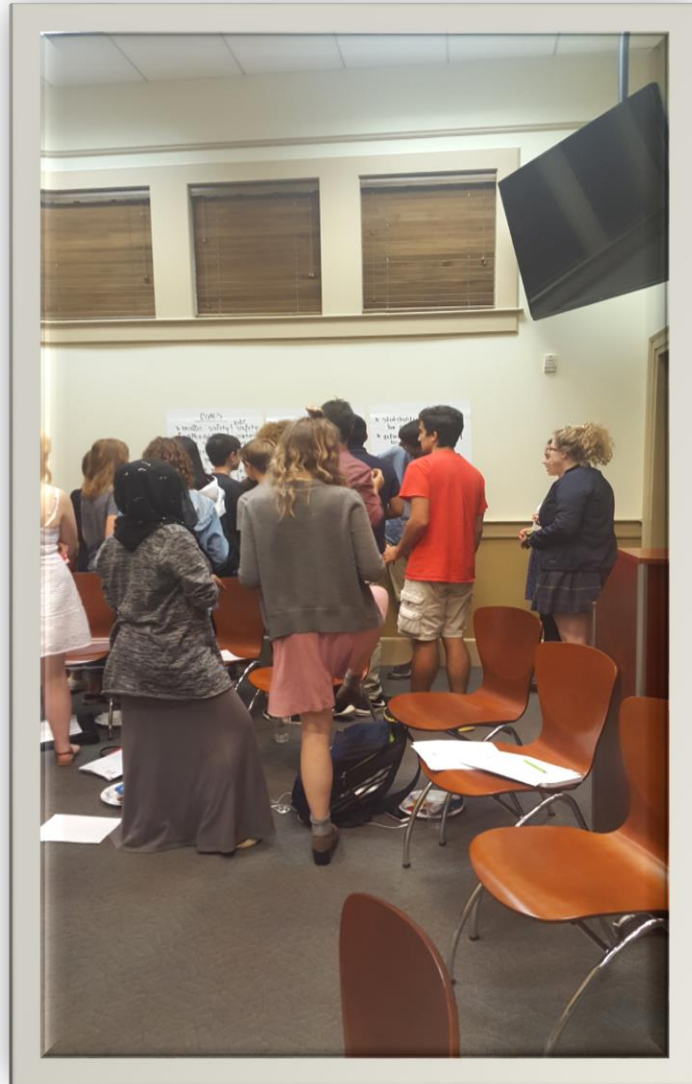
Engaged
Informed
Effective
Involved
Outcomes



Engaged



Engaging Future Leaders



Provide A Lot of Appropriate Recognition



Informed



Informed



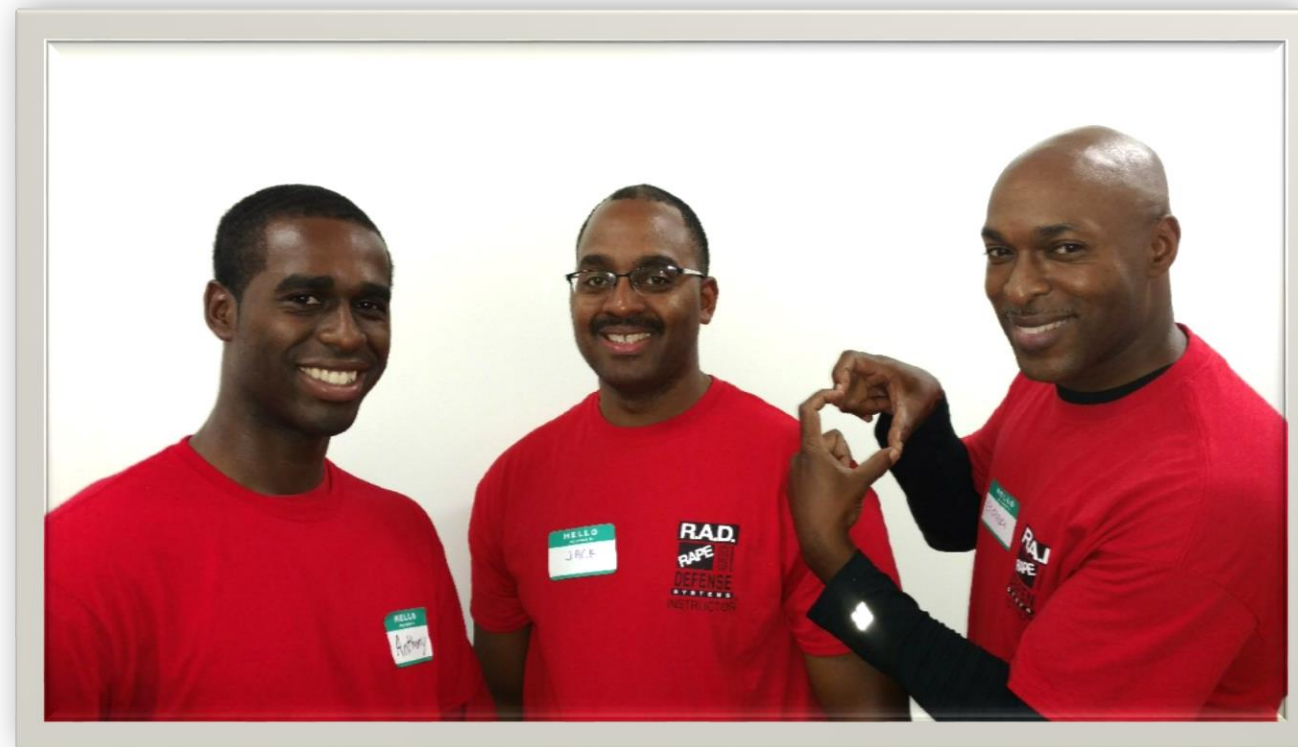
Wellness Initiatives

- Employee Wellness Plan
 - Holistic wellness
 - Discount on employee premiums
- “Live Your Best Life” Event
- Financial planning seminars
- Annual Biometric Screenings
- Walking Works
- YMCA Discounts



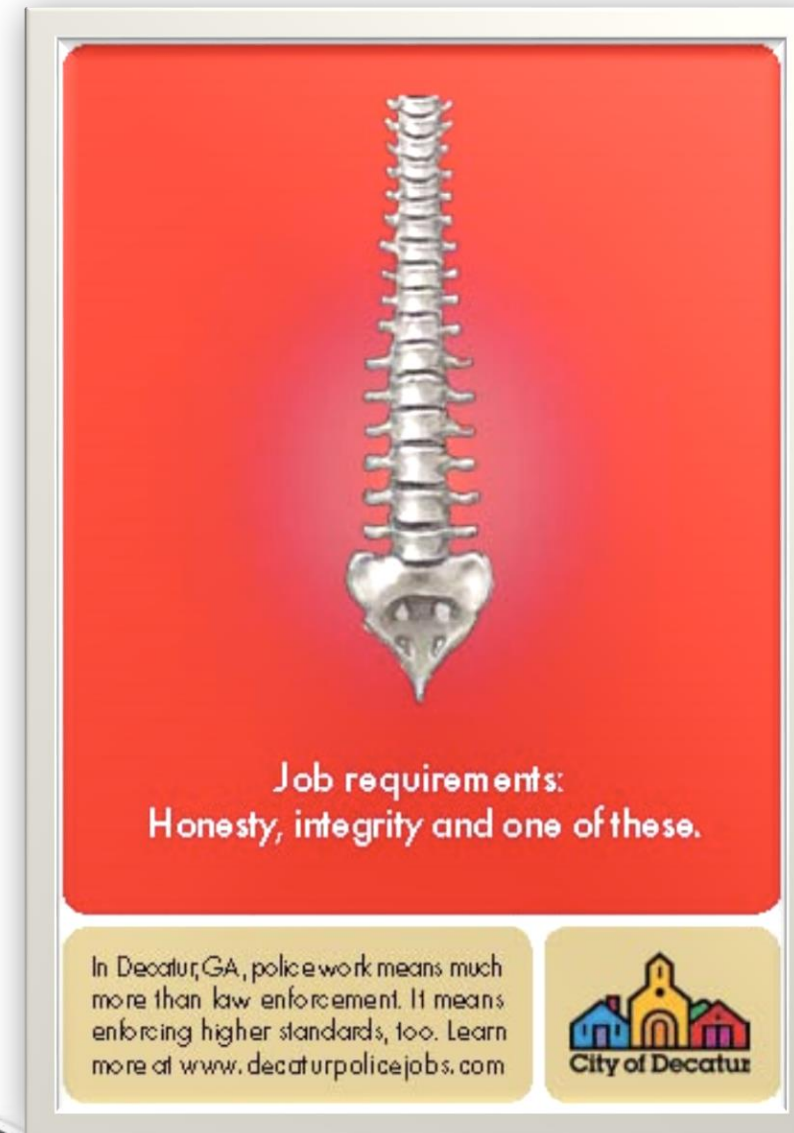
Effective

Let Others Do the Work They Want to Do



Change the Way You Recruit

- Reduced vacancies from 11 to 4
- Targeted recruitment on getting only the best possible candidates
- [Recruitment Video](#)



The Story



This is the weapon our police officers rely on most.

In Decatur, GA, police work means much more than law enforcement. It means enforcing higher standards, too. Learn more at www.decaturlpolicejobs.com



Around here, chalk outlines mean hopscotch, not homicide.

In Decatur, GA, police work means much more than law enforcement. It means enforcing higher standards, too. Learn more at www.decaturlpolicejobs.com



The Not-So Public Story



Is this the finger you usually get from the members of your community?

In Decatur, GA, police work means much more than law enforcement. It means enforcing higher standards, too. Learn more at www.decaturlpolicejobs.com



Looking for a police force that doesn't consider this a benefit?

In Decatur, GA, police work means much more than law enforcement. It means enforcing higher standards, too. Learn more at www.decaturlpolicejobs.com



Involved



Involved



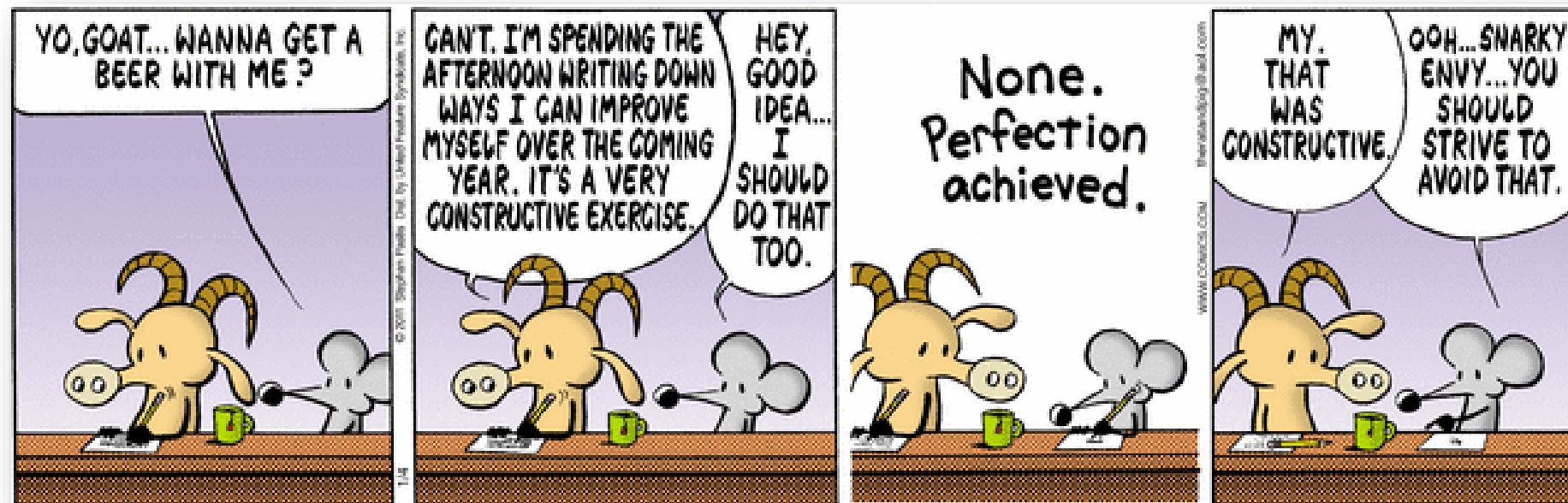
Outcomes



Don't Be Afraid of “Mentoring UP”



Have A Little Fun



Questions?

Talent fulfilled brings the deepest content that an individual can know.

***Pearl S. Buck,
Nobel Laureate
Literature, 1938***

Contact Information:

Peggy.Merriss@decaturga.com 404-370-4102

Andrea.Arnold@decaturga.com 404-370-4102

David.Junger@decaturga.com 404-377-6551

