

**FAYETTEVILLE CITY COUNCIL  
STRATEGIC PLANNING RETREAT MINUTES  
BOTANICAL GARDENS  
536 N. EASTERN BLVD., FAYETTEVILLE, NC  
SEPTEMBER 6, 2018  
8:00 A.M.**

Present: Mayor Mitch Colvin

Council Members Kathy Jensen (District 1); Daniel Culliton (District 2); Tisha S. Waddell (District 3); D.J. Haire (District 4); Johnny Dawkins (District 5); William J. L. Crisp (District 6); Larry O. Wright, Sr. (District 7); Theodore Mohn (District 8)

Absent: Council Member James W. Arp, Jr. (District 9)

Others Present: Douglas Hewett, City Manager  
Karen McDonald, City Attorney  
Kristoff Bauer, Deputy City Manager  
Jay Reinstein, Assistant City Manager  
Rebecca Jackson, Strategic Performance Analytics Director  
Lydian Altman, Consultant, UNC School of Government  
Dale Smith, Consultant, UNC School of Government  
Pamela Megill, City Clerk  
Members of the Press

**CALL TO ORDER**

Mayor Colvin called the meeting to order at 8:00 a.m. and welcomed everyone in attendance.

**BECOMING A HIGH PERFORMING ORGANIZATION**

Ms. Lydian Altman and Ms. Dale Smith, Facilitators of the meeting, provided an overview of the objectives of the meeting:

1. Contribute towards the definition of high performance for our City.
2. Identify Council and Senior Management Team roles in supporting and sustaining a high performance organization.
3. Clarify commitment for taking this work forward.

Discussions were held on the following subjects:

1. Ten Characteristics of Great Organizations
2. What is Performance Management?
3. Performance Culture, Performance Management and Personal Professional Development
4. High Performing Characteristics
5. Upholding and Sustaining a Culture of High Performance
6. Core Values as Fundamentals

**ADJOURNMENT**

There being no further business, the meeting adjourned at 11:20 a.m.

Respectfully submitted,

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PAMELA J. MEGILL  
City Clerk

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MITCH COLVIN  
Mayor

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