



Reimagining Council Agencies to Improve Government

A Reorganization Study

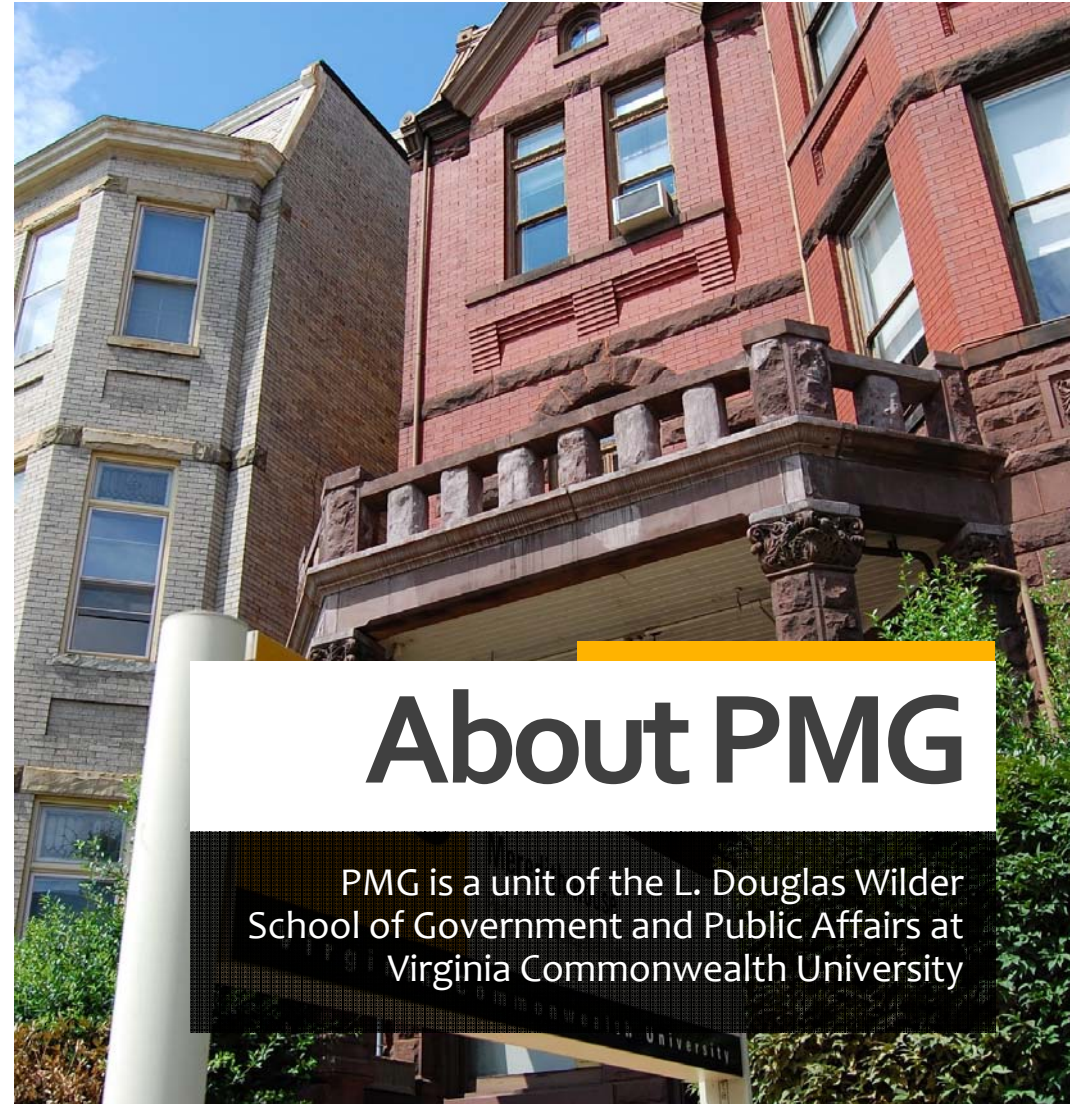
The Performance Management Group
L. Douglas Wilder School of Government and Public Affairs
Virginia Commonwealth University

Consulting Services:

- Strategic Direction
- Business Process Analysis
- Quantitative and Qualitative Analysis
- Facilitation Services
- Organizational Assessment
- 360 Feedback
- Coaching

Development Programs:

- Virginia Government Leadership Summit
- Virginia Executive Institute
- Commonwealth Management Institute
- Supervisory Programs
 - Supervisors and Managers Bootcamp
 - Experienced Supervisors' Institute
 - Fundamentals for Supervisors



About PMG

PMG is a unit of the L. Douglas Wilder
School of Government and Public Affairs at
Virginia Commonwealth University



Performance Management Group
L. Douglas Wilder School of Government and Public Affairs

Our Team for City Council

- **James M. Burke, PhD**, Director
- **Linda L. Pierce, MBA**, Associate Director
- **Michael Gillette, PhD**, Consultant, Former Lynchburg City Council Member and Mayor
- **Sherida Davis-Bryan, MBA**, Consultant
- **Wheeler Wood, MS**, Consultant/Analyst
- **Gina Barber, MPA**, Consultant
- **Chloe Carter, MPA**, Assoc. Consultant
- **Deb Taminger**, Coordinator



The PMGTeam

For this project, Richmond City Council will have access to professionals with years of consulting in the public sector



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Our Scope (1)

- PMG will review the current operations and organizational structure of Council Agencies: Council Chief of Staff, City Council/Liaisons, Clerk, City Auditor, City Attorney, Assessor of Real Estate, and Inspector General.
- Over the next two months, PMG will conduct individual interviews with each Council Member, Council appointees, and Staff to elicit feedback regarding the organizational structure and operations of Council.
- PMG will, at the same time, conduct electronic surveys with Staff to maximize input.
- PMG will review the City Charter, research similar council structures of other cities, etc.
- PMG will analyze the priorities, goals, objectives, and activities of Council Agencies, and identify specific strategies relative to the organizational structure and operations.
- PMG will deliver a comprehensive summary report to Council with recommendations for restructuring, if needed, and a proposed strategic planning process for achieving key goals.

Our Scope (2)

- Conduct an executive job search for the Council Chief of Staff position:
 - In collaboration with council members, appointed council representative panel members, and council staff, PMG will develop a complete job announcement, define key criteria, required job skills, and qualifications to be used in the employment search.
 - Advertise, market, and recruit for the position using relevant and appropriate job candidate employment listing sources that are local, regional, and national.
 - PMG will also utilize our extensive network to provide as much free advertisement as possible.
- Work with the assigned Human Resources consultant who would complete the pre-screening requirements, reference checks, and background checks.



Our Approach

- Collaborative
- Transparent
- Respectful of confidentiality
- Sensitive to any concerns of staff
- Conducted by fellow public servants who believe that the best ideas for change come from within the organization
- Focused on the internal talent and how to maximize individual and group strengths to achieve even greater efficiency and effectiveness



Any Questions?

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