

## Onboarding New Council Members and Developing an High Performing Team

As outlined on the League of Minnesota Cities website, the core [competencies for effective elected leaders](#) represent the core knowledge, skills, abilities, or other characteristics which lead to success for elected city officials. The core competencies outline specific behaviors which focus on values, vision and action and serve as the foundation for a servant leadership mindset.

### **Proposed Purpose**

St. Anthony City Council is committed to governing with a servant leadership mindset. Based on ten core competencies, a servant leadership mindset ensures the Council will lead with values, adhere to its vision, and act on decisions to achieve equitable outcomes.

Each Council member strives to ensure our behaviors meet high ethical standards, our interactions with our constituents are respectful, our engagement seeks to listen to diverse perspectives, our processes and decisions are transparent, and our policymaking utilizes an equity lens.

### **Implementation**

*Initial:* Our onboarding process will introduce the core competencies to newly elected or appointed City Council members. This will begin a process of establishing expectations and procedures for serving on Council.

*Ongoing:* The core competencies will also be reviewed each year by current Council members. The purpose of this process is focused on team development by reestablishing shared norms and expectations to develop a high performing team with a servant leadership mindset.

### **Proposed Next Steps**

In 2022, four facilitated work sessions for City Council to enhance our operating procedures:

- Develop shared values and norms  
Resource: [High Performing Teams Start with a Culture of Shared Values](#)
- Clarify expectations for communication and role as a council liaison and finalize the onboarding presentation
- Enhance understanding of open meeting law, conflicts of interest, integrity and ethics
- Increase our knowledge of equity and inclusion and its connection to policy making

### **Rationale for Developing a High Performing Team with a Servant Leadership Mindset**

- Sets clear expectations for onboarding new council members and reestablishes norms and expectations for existing council members to continually focus on team development.  
Resource: [Tuckman's Stages of Group Development: forming, storming, norming, performing](#)
- Tell our story to community members so they can learn about how we operate as a council, our shared values, and our servant leadership mindset.
- Model shared norms and expectations for our community and with staff at goal setting.
- Establishes the foundation needed when communicating in a crisis.  
Resource: [League of Minnesota Cities Guide for Communicating in a Crisis](#)
- A high performing team responds more effectively in a crisis.  
Resource: [Leading in a Crisis: Building High Performance Teams](#)