



City of Franklin

109 3rd Ave S
Franklin, TN 37064
(615) 791-3217

Meeting Agenda

Work Session

Monday, December 11, 2023

5:00 PM

Training Room

CALL TO ORDER

CITIZEN COMMENTS

Comments on agenda items may be made in person at City Hall or by emailing recorder@franklinton.gov before noon on the day of the meeting. Comments will be submitted for the record.

WORK SESSION DISCUSSION ITEMS

1. Discussion Of Strategic Plan Update

Sponsors: Eric Stuckey, Michael Walters Young

OTHER BUSINESS

ADJOURN

Anyone needing accommodations due to disabilities please contact the ADA Coordinator at 615-791-3277 at least 24 hours prior to the meeting.



File #: 21-05766

DATE: November 27, 2023
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Eric Stuckey, City Administrator
Michael Walters Young, Budget and Analytics Manager
SUBJECT:

Discussion Of Strategic Plan Update

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning

BACKGROUND/STAFF COMMENTS:

(Brief description of the history and supporting information regarding the item, including an explanation of why staff is recommending the action.)

FINANCIAL IMPACT:

(Include the cost of the item, how the item will be funded, which fund it will come from, if there are grants or loans involved and whether the item is included in the current approved budget.)

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve (item name).

Franklin Values and Strategic Plan Initiation Session



Cory Poris Plasch

10 yrs. in local government: 911
Dispatcher, CM Office

4 yrs. VP at tech start up (Polco/National
Research Center)

Leadership Positions:

- Alliance for Innovation
- Wisconsin City/County Management Association

Present nationally:

- Community engagement
- Strategic Planning



Introductions

- Your name
- How long have you been on the Board?
- What is your favorite thing about living in Franklin?

Strategic Plan Project Overview

Milestone	Date
Board Values and Project Initiation Session	December 11
Stakeholder Data Collection, Org Profile and Environmental Scan	TBD
Staff Values Session	TBD
Strategy Session #1 (Env Scan, Org Profile & Stakeholder data)	TBD
SWOT Survey (emailed to retreat attendees prior)	TBD
Strategic Planning Retreat	TBD
Measure Gallery	TBD
Strategy Implementation Session #1: Strategic Initiatives/Project Plans	TBD
Strategy Implementation Session #2: Project Plan refinement and integration	TBD
Draft Report/Final Report	TBD

Values

Vision and Mission

- Vision is about *where* we are going
 - Future focused, general
- Mission is about *what* we exist to do
 - Current focused, specific

Values

- Foundation for your Vision & Mission
- Values shape your Vision
- Vision & Mission must be consistent with your Values
- Values are a set of core beliefs held by an organization. They act as guiding principles that provide an organization with purpose and direction and set the tone for its interactions with its residents, businesses and other stakeholders.

Values Answer These Questions:

- What do we stand for?
- What behaviors do we value over all else?
- How will we conduct our activities to achieve our mission and vision?
- How do we treat members of our organization and our community?

Sample Values

Empathy: *Put yourself in the shoes of the other person*

Openness: *Be receptive, listen, communicate openly*

Respect: *Treat every person like your neighbor, your family*

Continuous improvement: *Strive to make things better every day*

Safety: *Keep the community safe for all people and activities*

Integrity: *We say what we mean, and we do what we say*

Best for the Community: *We work on behalf of community interests, not individual interests*

Accountability: *We are committed to achieving results, and accountability for our actions*

Innovation: *We strive to creatively improve our services and our community*

Welcoming, Open to Difference: *We are receptive, we listen, and we are open to the differences of others*

Fair and Consistent: *We are fair, consistent, and respectful in our service to the public*

Fun: *We enjoy what we do, and we have fun doing it*

Values Formulation (Part 1):

- Review the list of Values (front and back)
- Select up to 8 Values and write one on each post it note (10-15 minutes)

Values Answer these Four Questions:

- *What do we stand for?*
- *What behaviors do we value over all else?*
- *How will we conduct our activities to achieve our mission and vision?*
- *How do we treat members of our organization and our community?*

Values Formulation (Part 2):

- Place all Values posts its on one wall
- As a group, work to organize post its into general themes
- Condense themes into 6-8 specific words

Values Answer these Four Questions:

- *What do we stand for?*
- *What behaviors do we value over all else?*
- *How will we conduct our activities to achieve our mission and vision?*
- *How do we treat members of our organization and our community*

Sample Values

Integrity: We are honest in our endeavors and ethical in our actions.

Innovation: We strive to always learn so we can meet challenges with creative solutions.

Financially Responsible: We take pride in what we do and in our care of public resources.

Teamwork: We find ways to work together within our city and in the extended community.

Fair and Consistent: We serve the community, seeking to fulfill our duties reliably, effectively, and efficiently.

Respectful and Welcoming: We strive to make everyone feel like they have a place in McMinnville.

Values Formulation (Part 3):

- As a group, determine what each word means **TO FRANKLIN**
- For example, innovation could be defined in many ways:
 - **Innovation:** We are open to new ideas and ways of doing things.
 - **Innovation:** We strive to always learn so we can meet challenges with creative solutions.
 - **Innovation:** We strive to creatively improve our services and our community
 - **Innovation:** We leverage new ideas and incorporate technology to serve our community
- As a group, define each word and what it means

Sample Values

Welcoming: *We are open to and respectful of all in our community.*

Continuous Improvement: *We consistently look for ways to do things better.*

Innovation: *We are open to new ideas and ways of doing things.*

Safety: *Our community feels safe during their daily activities.*

Best for All: *We work to support the interests of the community.*

Fun: *We enjoy the work we do together.*

Consistent and Fair: *We treat everyone with respect and without bias.*

Sample Values

Empathy: *Put yourself in the shoes of the other person*

Openness: *Be receptive, listen, communicate openly*

Respect: *Treat every person like your neighbor, your family*

Continuous improvement: *Strive to make things better every day*

Safety: *Keep the community safe for all people and activities*

Integrity: *We say what we mean, and we do what we say*

Best for the Community: *We work on behalf of community interests, not individual interests*

Accountability: *We are committed to achieving results, and accountability for our actions*

Innovation: *We strive to creatively improve our services and our community*

Welcoming, Open to Difference: *We are receptive, we listen, and we are open to the differences of others*

Fair and Consistent: *We are fair, consistent, and respectful in our service to the public*

Fun: *We enjoy what we do, and we have fun doing it*



Thank you!