



## LINN COUNTY BOARD OF SUPERVISORS

District 1 | Kirsten Running-Marquardt

District 2 | Ben Rogers

District 3 | Louis J. Zumbach

### MEETING AGENDA

Tuesday, September 12, 2023 | 9:00 AM

Formal Board Room—Jean Oxley Public Service Center

935 2nd St. SW, Cedar Rapids, IA

#### Call to Order

#### Public Comment: Five Minute Limit per Speaker

This comment period is for the public to address topics on today's agenda.

#### Minutes

Discuss and decide on meeting minutes.

The Board will hear updates from the following Department Heads:

Brad Ketels, County Engineer

Carter Baldwin, LIFTS Director

Dawn Jindrich, Finance Director

Sara Bearrows, Budget Director

Darrin Gage, Director of Policy & Administration

#### Public Comment: Five Minute Limit per Speaker

This is an opportunity for the public to address the board on any subject pertaining to board business.

#### Claims

Discuss and decide on claims.

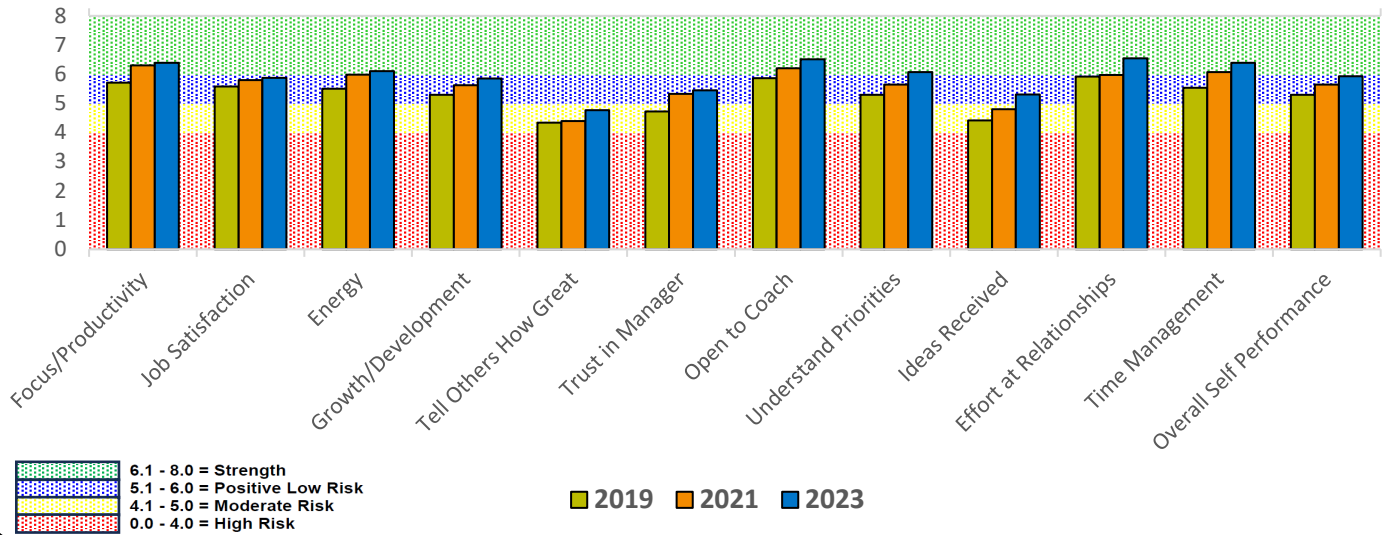
#### Correspondence

#### Appointments

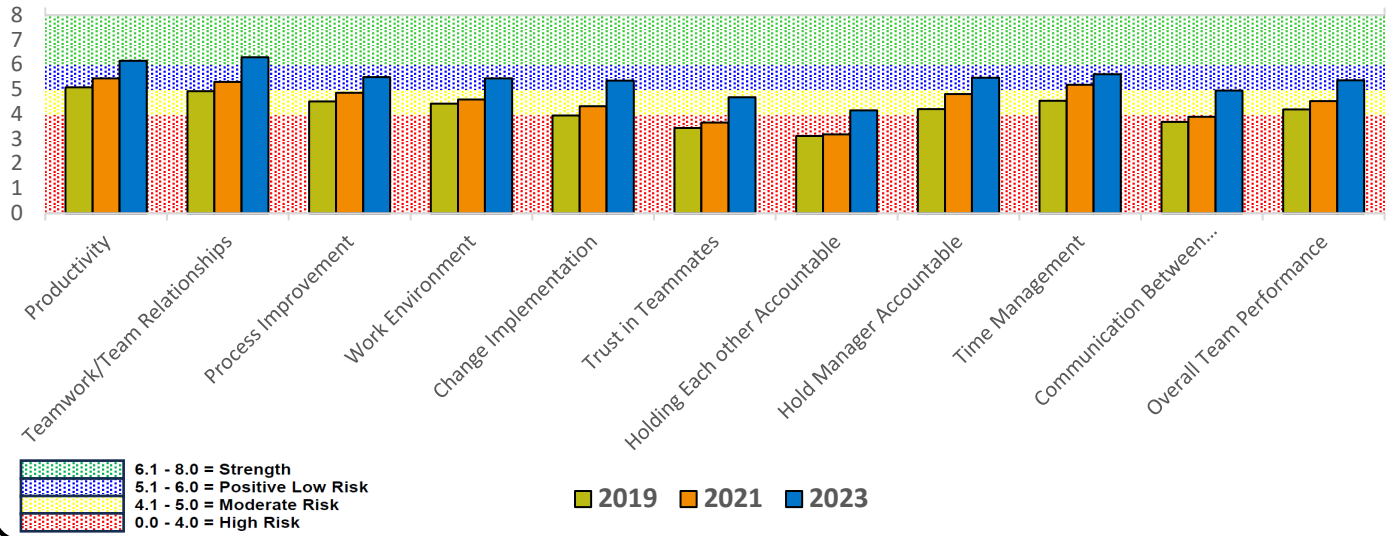
#### Adjournment

For questions about meeting accessibility or to request accommodations to attend or to participate in a meeting due to a disability, please contact the Board of Supervisors office at 319-892-5000 or at [bd-supervisors@linncountyiowa.gov](mailto:bd-supervisors@linncountyiowa.gov).

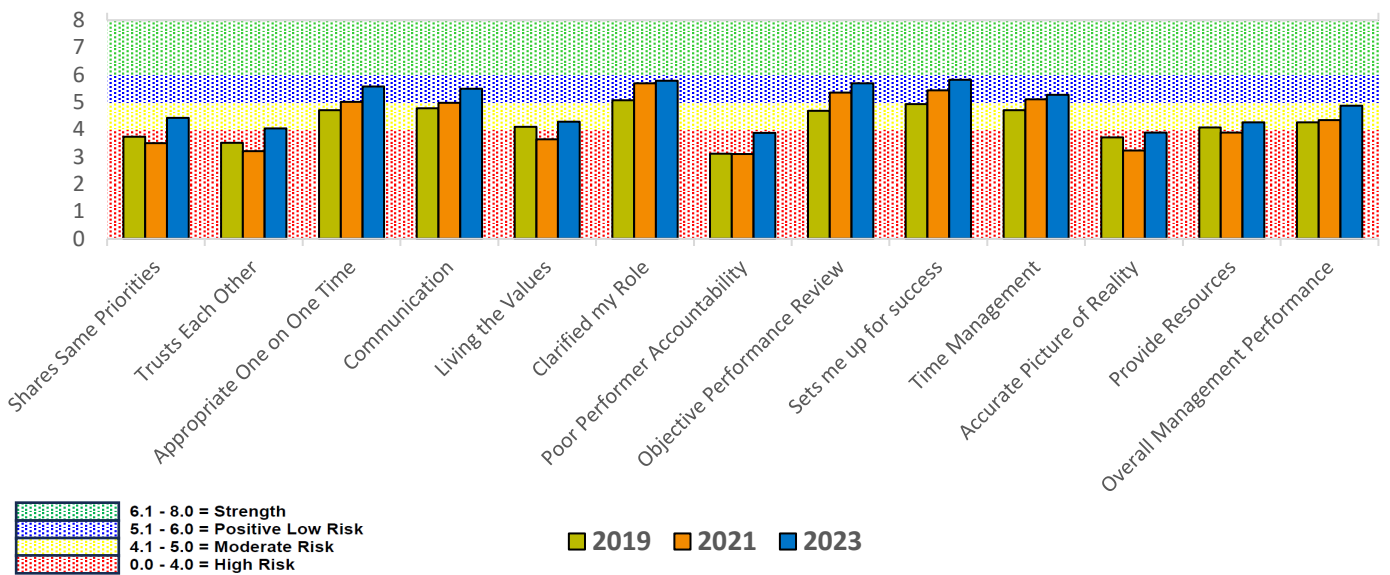
### GAPM - Self Performance



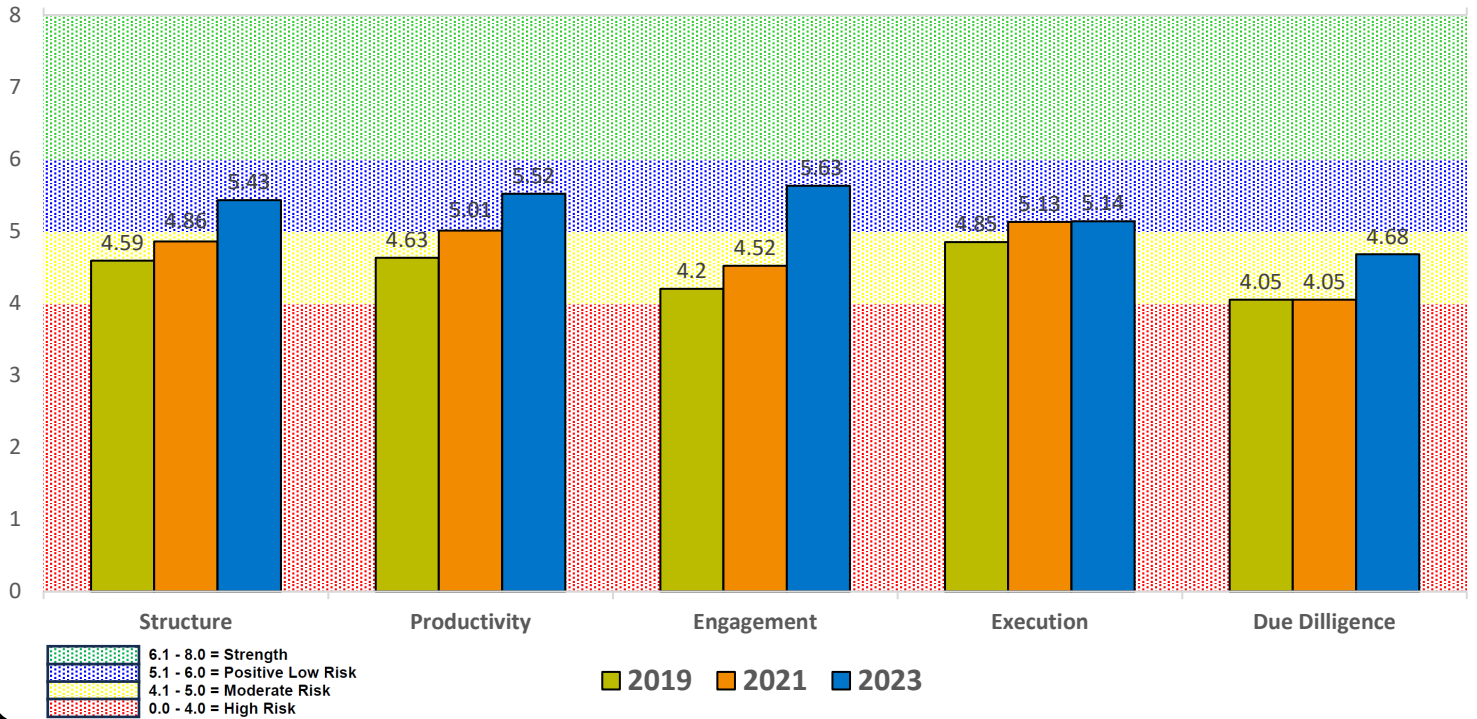
### GAPM - Team Performance



### GAPM - Management Performance



## GAPM Priorities



- Structure
- Productivity
- Engagement
- Execution
- Due Diligence

**Structure:** This metric is all about ensuring the foundations for success for the people with clear and effective communication systems, organization, and priorities so everybody knows the direction the company is going. It's about attaining a world class Structural Foundation.

**Productivity:** This metric evaluates how you are using your resources of time, energy, effective processes/systems, and clear communication to get world class productivity.

**Engagement:** This metric is all about how bought-in the people are to the organization. If people have high job satisfaction, if they like the people they work with and for, if they feel like they are part of the organization's story in a meaningful way then they will engage. World class engagement takes leadership that will work with each employee to create buy-in that allows the employee to feel tremendous about the organization, their team, and their overall satisfaction with employment.

**Execution:** This metric is about world class accountability. Do you coach and manage performance to attain world class execution of your organization's objectives in order to most efficiently and effectively deliver to your customers (internal/external).

**Due Diligence:** This metric is all about ensuring you have an accurate picture of how you lead the organization. Have you done due diligence to get truth on the table so that effective decisions can be made about resource allocations to drive your objectives? If everybody is leveling with each other in a high trust environment you can rest assured you have sought diligently to understand the truth of your culture and will then make decisions that are setting the people and the organization up for world class success.