

Agenda Item Number 11.d

Biennial Performance Review, Executive Director

Presenter: Chris Pryor

Action Recommended: Discussion, Accept Report

Background:

Board Chair, Greg James, and the LCOG Executive Committee have worked with Jeff DeFranco of True North Consulting in conducting “360 Degree” Performance Reviews of LCOG’s Executive Director in 2005, 2007, and most recently, this spring. Attached is a summary of the results of the 2009 Review, which included input from 95 respondents. Also attached is a Review Analysis, prepared by DeFranco, in which five themes are discussed.

At its June 11 meeting, the Executive Committee discussed the results of this year’s review with DeFranco. It was decided to ask DeFranco to further parse the data received in response to one question—related to the support that the Executive has given to innovation that “connect to current trends and respond to a changing world.” Otherwise, the Committee considered the summary a positive one and agreed that it be conveyed to the Board of Directors.

George Kloeppe thanked the Committee for its work on the Review and indicated that he would consider the data and provide a response to the Committee in September.

The Board is urged to accept the Performance Review data and analysis, with the understanding that there will be a follow-up report in September from the Executive Director.