

**City of Carson City
Agenda Report**

Date Submitted: 10/11/11

Agenda Date Requested: 10/20/11

Time Requested: 45 minutes

To: Mayor and the Board of Supervisors

From: Melanie Bruketta, HR Director

Subject Title: For possible action: Presentation by Chuck Shields, President, Talent Plus, Inc., regarding the Voices 360° survey, action by the Board of Supervisors to select the skills/competencies from the Lominger Placement Map that will be used in the evaluation and action by the Board of Supervisors to establish categories of raters for participation in the evaluation.

Staff Summary: On September 1, 2011, the Board of Supervisors directed the Human Resources Director to obtain the services for a 360° evaluation of the City Manager in January, 2012. Chuck Shields, President of Talent Plus, Inc., was selected to perform the service. Mr. Shields will conduct a Voices 360° evaluation. He will discuss the evaluation with the Board at this meeting and obtain the skills/competencies to be used in the evaluation, and the list of categories of raters (i.e., peers, direct reports, supervisors, customers) that the Supervisors deem essential to the evaluation process.

Type of Action Requested: (check one)

☐ Resolution

☐ Ordinance

☒ Formal Action/Motion

☐ Other (specify)

Does this Action Require a Business Impact Statement: ☐ Yes ☒ No

Recommended Board Action: I move to select the following skills/competencies for the Voices 360° evaluation: _____.

I move to select the following categories of raters for participation in the evaluation: _____.

Explanation for Recommended Board Action: On September 1, 2011, the Board of Supervisors directed the Human Resources Director to obtain the services for a 360° evaluation of the City Manager in January, 2012. Chuck Shields, President of Talent Plus, Inc., was selected to perform the service. Mr. Shields will conduct a Voices 360© evaluation. He will discuss the evaluation with the Board at this meeting and obtain the skills/competencies from the Supervisors to be used in the evaluation, and the list of categories of raters (i.e., peers, direct reports, supervisors, customers) that the Supervisors deem essential to the evaluation. Following the Board meeting, individual raters will be placed into one of the established categories by the Human Resources Department. In order to keep the anonymity of the raters, names will not be placed into the categories at the Board meeting.

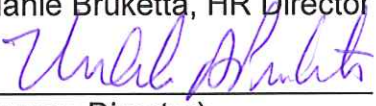
Applicable Statute, Code, Policy, Rule or Regulation: N/A

Fiscal Impact: Not to exceed \$5,000

Explanation of Impact: On September 1, 2011, the Supervisors approved the services for a 360° survey with a not to exceed amount of \$5,000.

Supporting Material: Chuck Shields, President, Talent Plus, Inc., biography, and Voices price list.

Prepared By: Melanie Bruketta, HR Director

Reviewed By: 
(Finance Director)

Date: 10/11/11


(District Attorney)

Date: 10/11/11

Board Action Taken:

Motion(s): _____ 1) _____ Aye/Nays
2) _____

(Vote Recorded By)

Chuck Shields

President, Talent Plus, Inc.

Biography

Chuck Shields is President of Talent Plus, Inc. a boutique consulting firm that focuses on assessing, selecting and developing the "right" talent for your organization.

Chuck combines 30 years of executive human resources management for the Walt Disney Company and Choice Hotels with 15 years of consulting. Talent Plus has a strategic partnership with Lominger/Korn Ferry International and Chuck is certified on all of their assessments and talent processes.

Talent Plus has administered over 2,000 Voices 360 surveys and recently completed a project for 130 senior leaders for a Denver based international health care company. Chuck not only works with large well known organizations such as the Red Cross but enjoys working with smaller local organizations such as Employers Insurance and TRPA. Chuck is also currently serving as a coach for 3 senior executives.

Chuck is a graduate of California State college at Long Beach, has served on two Boards of Directors and is an active member of the Senior Human Resource Executive Forum, a group he helped found over 20 years ago.

VOICES Pricing

VOICES Administration

\$265.00

- Survey set up
- Selection of skills from the Lominger library
- Selection of sub reports
- Launch surveys to all raters (unlimited)
- Send out email reminders
- Track satisfactory survey return rate

Print and Bind Reports

\$ 50.00

VOICES Feedback and Interpretation

\$750.00

- A one on one 2 to 3 hour session with the City Manager and Chuck Shields, President of Talent Plus.
- The session will focus on report interpretation, self awareness of how various rater groups view the Learner, leveraging strengths and identifying the Learners best development needs.

Custom Summary Report for the Board

\$500.00

- This report will summarize the managers strengths for overall themes and specific skills. The report will also summarize developmental themes and specific skills.
- The report can also include results against normative data in Lomingers data base for leaders in similar level positions.

Optional

\$300.00

- Have Chuck Shields brief the Board of Directors chair person or attend the Board meeting to answer questions.

Total - \$1,565.00 - \$1,865.00