



**CITY COUNCIL
WORKSHOP SESSION MINUTES
DECEMBER 7, 2022**

PRESENT:

Dr. Christopher Harvey, Mayor

COUNCIL MEMBERS:

Emily Hill, Mayor Pro Tem, Place 1
Anne Weir, Place 2
Maria Amezcua, Place 3
Sonia Wallace, Place 4
Aaron Moreno, Place 5
Deja Hill, Place 6

CITY STAFF:

Scott Moore, City Manager
Lluvia T. Almaraz, City Secretary
Phil Green, IT Director
Veronica Rivera, Assistant City Attorney

WORKSHOP SESSION – 4:00 P.M.

With a quorum of the Council Members present, the workshop session of the Manor City Council was called to order by Mayor Harvey at 4:25 p.m. on Wednesday, December 7, 2022, in the Manor City Hall, 105 E. Eggleston St., Manor, Texas.

PLEDGE OF ALLEGIANCE

Mayor Harvey let the Pledge of Allegiance.

PUBLIC COMMENTS

No one appeared to speak at this time.

REGULAR AGENDA

1. Team Building

Mayor Harvey presented and discussed the attached PowerPoint regarding Intentional Leadership.

2. Discussion on Robert's Rules of Order

Assistant City Attorney Rivera discussed Robert's Rule of Order.

3. Discussion on City Council Rules of Procedures/Professional Conduct

At the request of Mayor Harvey this discussion was not conducted and removed for a later date.

4. Discussion on IT Updates

Phil Green, IT Director gave IT Updates on new technology and software's.

5. Questions and Answers (Q&A)

There was no further discussion.

ADJOURNMENT

The Workshop Session of the Manor City Council Adjourned at 6:39 p.m. on Wednesday, December 7, 2022.

These minutes approved by the Manor City Council on the 21st day of December 2022. *(Audio recording archived)*

APPROVED:

Dr. Christopher Harvey
Mayor

ATTEST:

Lluvia T. Almaraz, TRMC
City Secretary

Intentional Leadership

How the Best Leaders Create the Future

What's Your Check In Number?

1 2 3

4 5 6 7

8 9 10



Community Agreement

A - Ask questions, Assume positive intent

E - Engage fully, Equity in voice

I - Integrate new learning, Interrogate biases

O- Open to new perspectives, Open to collaborative relationships

U - Utilize new information, Unfinished learning

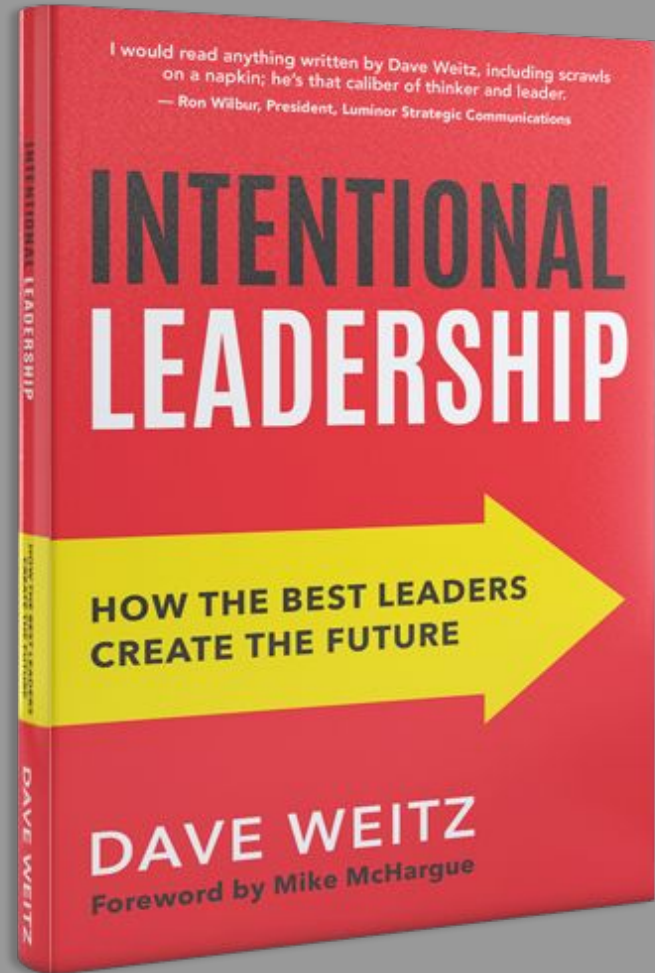
Intentional Leadership

Learning Intention

- I am learning the importance of having a clear destination
- I am learning the impact of intentional leadership

Success Criteria

- I can communicate my why
- I can connect my why to my what



AGENDA

01

Opening & Overview

5 Minutes

02

Ch. 1 - What's the Destination?

15 Minutes

03

Ch. 2 - What's the Why?

15 Minutes

04

Wrap Up & Closing

5 Minutes

Let's Process this Quote

- What thoughts are provoked from reading it?
- Does it bring about any conviction?



"Intentionality"

is the constant pursuit of the life you really want. Don't go with the flow. This is too important.

@KeLuxeMedia

**Do You Know
Where You Are Going?**

Quick Write Reflection - 3 Minutes

- What do you really want out of your life? What is your vision for your life? Are you doing what you really want?
- How much of your time do you spend living in alignment with your vision?
- How much of your time do you spend doing the things to which you are truly committed?

Chapter 1

What's the Destination?

Our Vision, Destination

The City of Manor is a diverse, sustainable community and regional leader with exceptional services, a high quality of life, and a safe environment for citizens and businesses to thrive.

Reflection Questions - Read Aloud

- What does this destination look like?
- How must Individuals and Departments operate to reach that destination?
- What do you need?

Why is
Destination
So Important?



**A Clear Destination Avoids
Despair & Frustration**

A yellow starburst shape with a red outline, centered on a white background. The starburst has multiple points of varying lengths, creating a jagged, star-like appearance. The text is centered within the starburst.

**Allows for Common
Purpose & Commitment**

Purpose ↑ Passion ↓ Push

How to Determine Your Destination

Ask the Question - What is Next?

- Find Key Stakeholders
w/Capacity; Value-Added People
- Find Influencers & Motivators
- Review the Why

Pair and Share - 3 Minutes

In light of our Vision, what is **YOUR** next step for your committee or job responsibilities?

What is **YOUR** Next Step for Your Department or Job Responsibilities?



Everyone

Share **your** thoughts

Perceptions Impact Performance

Getting People to Follow You:

- Be Trustworthy, Respectful, w/Integrity
- Have Compassion
- Be Stable, Peaceful, Supportive
- Have Hope, Guidance, Direction

What is Intentional Leadership?

- John Maxwell says it is “the process of determining in advance how we want to be perceived by those we lead.”
 - **Decide** - Who you are & what do you stand for - Personal Reflection & Genealogy Discovery
 - **Identify** - Gaps between how you want to be perceived and how you are behaving today - Survey
 - **Commit** - Be determined and disciplined to close the gaps - Get a Mentor, Coach, Training

Decide	
Identify	
Commit	

Write Down Five Things
You Want Others to
Perceive About You

Write Down Five Things You Want Others to Perceive About You.

1.

2.

3.

4.

5.

Write Down Five Things You Want Others to Perceive About You.

1. Christian
2. Honest
3. Results-Driven
4. Innovative
5. Strategic

How to You Influence People to Change?

- Connect the Why & their Why
- Use Influences the right Motivation
- Don't Attack with Information
- Effective Leadership
- Time for Reflection & Responding Time
- Truth

Chapter 2

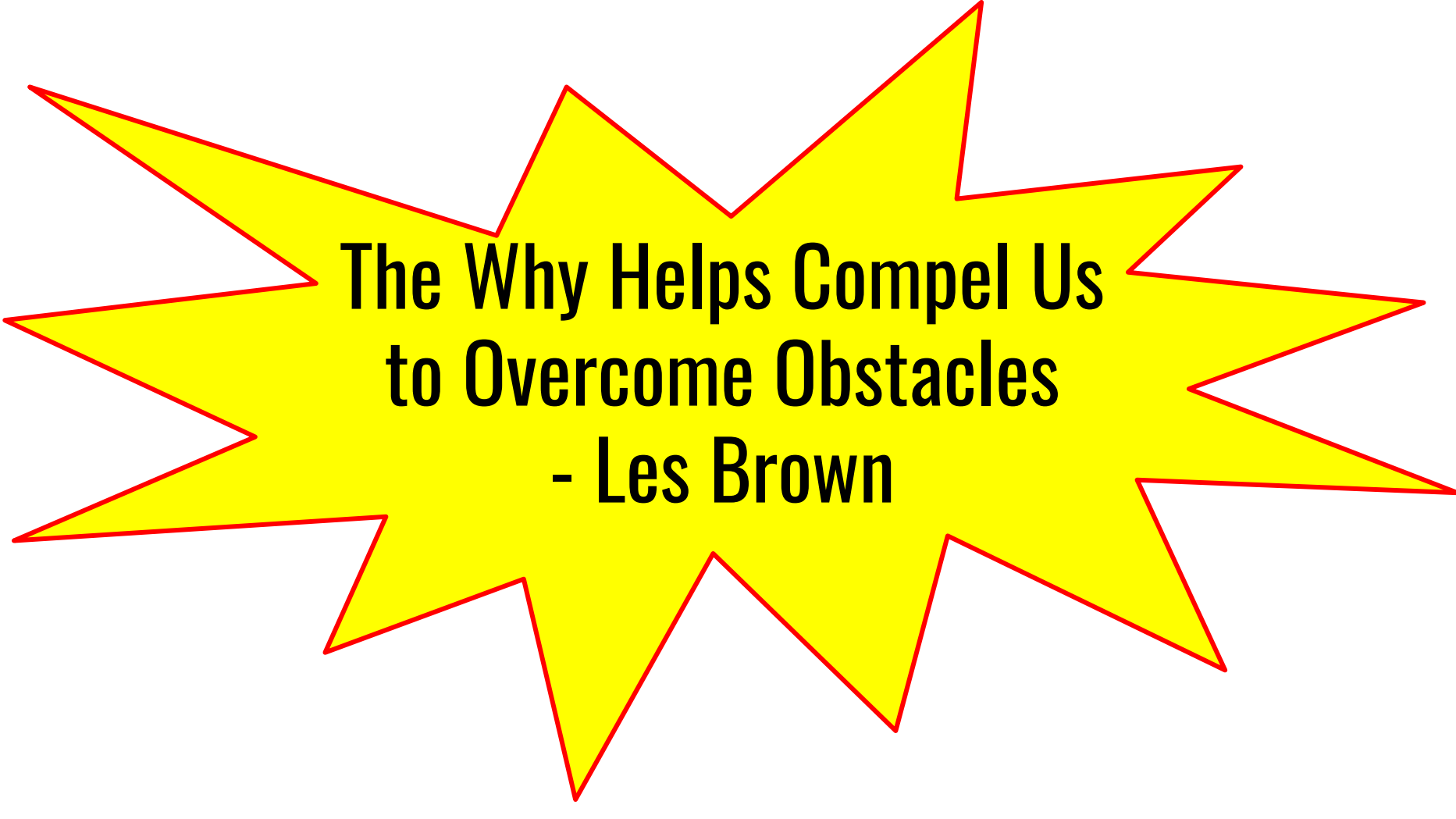
What's the Why?



**The Why is Your Purpose,
Belief, or Cause**

A yellow starburst shape with a red outline, containing text.

**The Why Increases Our
Motivation & Inspiration,
Maintains Our Focus**

A yellow starburst shape with a red outline, containing text.

**The Why Helps Compel Us
to Overcome Obstacles
- Les Brown**

A large, yellow, multi-pointed starburst shape with a red outline. The shape is centered on a white background. Inside the starburst, the text "The Main Thing is to Keep the Main Thing, the Main Thing" is written in a bold, black, sans-serif font, arranged in three lines.

**The Main Thing is to
Keep the Main Thing,
the Main Thing**

The Why > The How

Friedrich Nietzsche

Immediately we
focus on the
“How” instead of
communicating
and building on
the “Why”



The Golden Circle

Why - Your Purpose

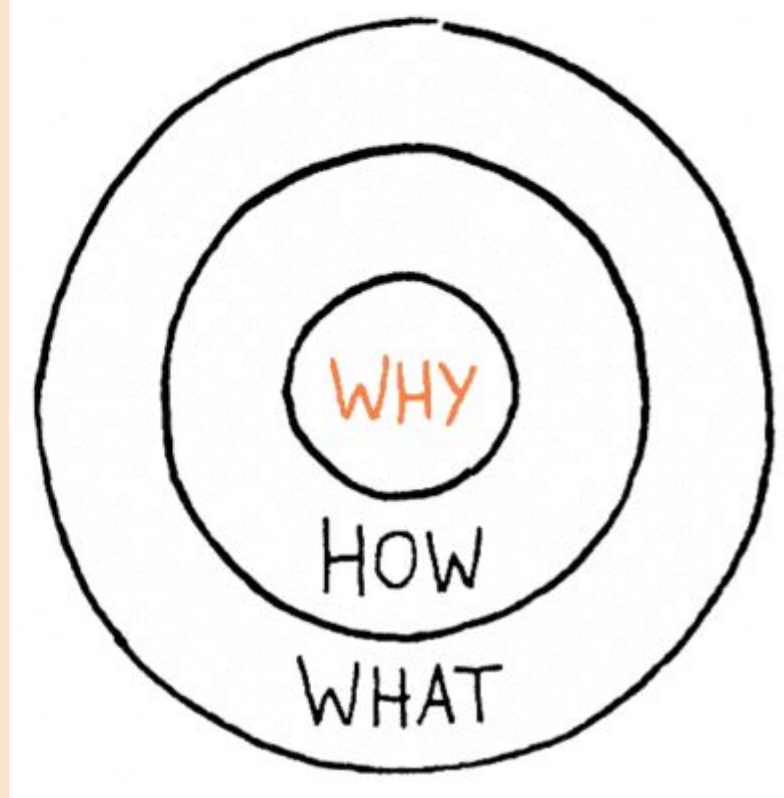
Your motivation? What do you believe?

How - Your Process

Specific actions taken to realise your Why

What - Your Result

What do you do? The result of Why - Proof



How Does Your
Why Impact Your
How and What at
the City of Manor?

Why	
How	
What	

Why	I Believe I am supposed to Honor God with My Life
How	My Character & Interactions: Empower, Teach, Coach, Demonstrate Compassion, Influence, Advocate, Integrity, and Edify
What	In Every Encounter & Task; Home, Church, Work, Community

What

- Exceed Project Expectations
- Innovate and Enhance Opportunities Beyond the Norm
- Ownership & Accountability
- Coach People Up
- Breakdown Barriers
- Make the Impossible, Possible

“Always Working to Make the World a Better Place”

Wrap Up & Closing

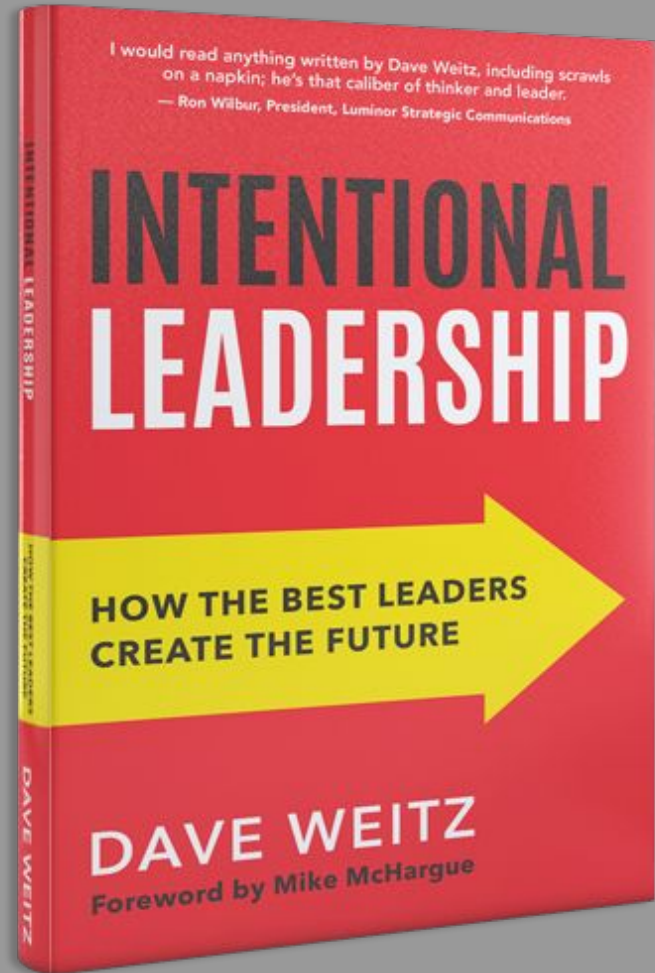
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Communicate the Why & the Destination

- Use Personal & Informal Communication
- Quickly Answer Common Questions
- Communicate Frequently and Detailed
- Use Multiple Tools to Communicate
- Ensure Everyone Knows the Why & the Destination



OPPORTUNITY



I'm not afraid to fly
When it's above five
hundred smiles

Let's Process this Quote - 3 Minutes
What thoughts are provoked from reading it?

The farther the outward
journey takes you, the deeper
the inward journey must be.

Henri J.M. Nouwen