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Management Team Organizational Development 10/26/21

Strengths	Opportunities
<ul style="list-style-type: none"> • Team Oriented – 2 • Leadership Team -4 • Communication • Flexible • Visionary • Action-oriented/mission • Partners/relationships – 7 • Customer service – 3 • Transparency/Trust/Credibility • EE Compensation/benefits/valued 	<ul style="list-style-type: none"> • Communications (internal & external) – 3 • Efficiencies • Job Creation • Technology/Intranet – 6 • Economy/Revenue/grants/Funding • Inclusive CIP/Strategic Plan • Community priority setting • Training • Relationship building • Internal vs. contracting talent • URA Growth • Community trust/buy in - 4
Weaknesses	Threats/Challenges
<ul style="list-style-type: none"> • Communication • Technology • Facilities – 5 • Revenue/economy • Form of Gov't (liaisons, Admin vs. City Manager)- 4 • Staffing plans long term • Tone at the top with Council – 7 • EE lack of trust in mgmt 	<ul style="list-style-type: none"> • Economy/recession - 7 • Council dynamics – 6 • District reps/political changes • Natural disasters/pandemic • Out-commuting • Low civic engagement - 3