



City of Statesboro: 2021 Strategic Planning Retreat
March 12 – 13, 2021
Jekyll Island, Georgia

March 12

- 9:00 AM Welcome; Overview of retreat objectives; 'Rules of Engagement'
- 9:10 Collaboration / Ice Breaker activity
- 9:30 What have you learned in 12 months that you did not know last year?
- What surprises have you experienced? (Good / Bad / Ugly)
- 10:15 What is going well?
What is not going well? Why not well? How to improve it / fix it?
- 10:45 Break
- 11:00 Well / Not Well – continued
- 11:15 City Manager: Review the goals established last year
- How did we do? Are we making progress?
- Major Projects – Parks, GICH, Housing Study, etc
- 12:00 Lunch
- 1:00 City Manager: Thoughts on working together and budget priorities for FY22
- Performance pay for all employees
- Avoid raising taxes
- Fire Department Staffing / Personnel
- Police Personnel Discussion
- 2:45 Break
- 3:00 What do we need: resources, partnerships, finances
- 4:00 Action Plans: What to do / Who to do it / When to do it / How to pay for it
- 5:00 Adjourn
- 6:30 Group dinner (location TBD)

March 13

8:30 AM	Capital Improvement Budget Review - Priorities
9:30	Resume / Revisit Action Plans
10:30	Break
10:45	Open discussion
11:30	Next steps; Reflection; Other
12:00	Adjourn

Facilitator: Michael Hourihan

Mr. Hourihan provides management, organizational development, leadership and special topic training for state and local officials, managers, supervisors and staff. He facilitates meetings and retreats for staff and elected officials and serves as a mediator in Georgia and out-of-state. His areas of expertise are management and leadership development, behavioral assessment, strategic planning, project management, team building, conflict management, and board roles and responsibilities.

Prior to coming to the Institute of Government in 2009, he spent 20 years in public service and private enterprise, and 10 years as president of Complete Solutions LLC, a leadership and organizational development company.