

**PLANO CITY COUNCIL  
SPECIAL CALLED WORKSESSION  
May 21, 2010**

**COUNCIL MEMBERS**

Phil Dyer, Mayor  
Lee Dunlap, Mayor Pro Tem  
Pat Miner, Deputy Mayor Pro Tem  
Ben Harris  
André Davidson  
Lissa Smith  
Harry LaRosiliere  
Jean Callison

**STAFF**

Thomas H. Muehlenbeck, City Manager  
Frank Turner, Deputy City Manager  
Bruce Glasscock, Deputy City Manager  
Mark Israelson, Assistant City Manager  
LaShon Ross, Assistant City Manager  
Diane C. Wetherbee, City Attorney  
Diane Zucco, City Secretary

Mayor Dyer convened the Council into the Special Called Worksession on Friday, May 21, 2010, at 1:09 p.m., in the Building Inspections Training Room of the Plano Municipal Center, 1520 K Avenue, Plano, Texas 75075. All Council Members were present. Council Member Callison arrived at 1:10 p.m. and Council Member Harris arrived at 1:39 p.m.

Organizational Group Dynamics, Learning Styles and Problem Solving

Lyle Sumek, of Lyle Sumek Associates, Inc. facilitated the worksession and reviewed the agenda for the day, beginning with the components of a team: recognizing goals (unifying purpose); the roles each will play to contribute to the goal; executing (analyzing, decision-making, and adjusting); cooperative attitude; and trust. He spoke to realities of the world today: economic crisis/severe recession; upset people; a world of “instant”; anti-government/anti-tax attitudes; increasing demands for services; and the global outlook (interdependence among nations). Mr. Sumek spoke to important Council characteristics: living with a passion for the community; facing reality; having focus; adding value for citizens; preparing for success; making decisions with the long-term in mind; being nimble and resilient; developing partners; taking risks for a better future; and producing results. He spoke to the possible reactions the Council may have including: a state of denial; looking for a savior; analyzing for predictability; panicked survivalist; or being a realist.

Mr. Sumek reviewed the elements of problem solving and decision-making including the use of experience; observation; analysis and action and how these apply to each member of the Council. He further reviewed the keys to success including taking the time to work as a team; use worksessions to focus early on issues; use field trips to experience and discuss problems; assess/identify/evaluate options; present initial ideas for discussion; develop plans with defined outcomes, options and actions; make decisions; monitor implementation through progress reports and evaluate performance changing direction when necessary.

The Council recessed the worksession for at 2:47 p.m. and reconvened at 2:58 p.m.

Mr. Sumek reviewed the elements of conflict resolution and negotiation including: competing; accommodating; avoiding; collaborating; and compromising and how these apply to each member of the Council. He further reviewed the keys to success including knowing the bottom line; listening and understanding the bottom line of other parties; identifying areas of agreement for closure; developing a negotiating strategy; using worksessions for negotiation; summarize agreements and test with others; get closure and commitment; avoid carrying one negotiation to another; and support the resolution once the Council leaves the room.

Mr. Sumek spoke to generational and regional impacts on leadership styles. He responded to City Manager Muehlenbeck advising that discussion on May 22, 2010 will include prioritization of Council directives.

There being no further discussion, Mayor Dyer adjourned the meeting at 4:45 p.m.

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**Phil Dyer, MAYOR**

ATTEST:

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Diane Zucco, City Secretary