

# City Manager Recruitment – Korn Ferry

## Purpose

OSAC Members will review Korn Ferry Competencies including those identified for the interim City Manager in preparation for aligning with the whole City Council on a set of competencies to guide the recruitment for the permanent City Manager.

## Preparation Questions

Committee Members should ponder the following questions prior to the July 25<sup>th</sup> meeting:

- a. How does the role drive or support the strategy of the organization?
- b. What are the expectations and deliverables?
- c. Which behaviors measurably affect key performance indicators?
- d. What differentiates high performers from average or low performers?
- e. What challenges will be faced in the short- and long-term, both internal and external

## What to Expect at the OSAC Meeting

Staff will provide Committee Members a refresher on Korn Ferry, a proven framework of leadership competencies and their role in selecting a permanent City Manager.

After a brief introduction to the methodology, committee members will discuss their answers to the questions above as they review the competencies selected for the interim City Manager and determine if there are necessary adjustments for the permanent City Manager.

These competencies will provide a framework for drafting the job posting, designing the recruitment process, and evaluating candidates.

## Next Steps after the 7/25 Meeting

If adjustments to the competencies are deemed necessary, staff will work with OSAC to determine the best mechanism for incorporating feedback from the whole City Council. There will be additional opportunities for feedback from other stakeholders such as executive staff and community throughout the recruitment process.

OSAC will incorporate this feedback into the recruitment process with support from HR staff.