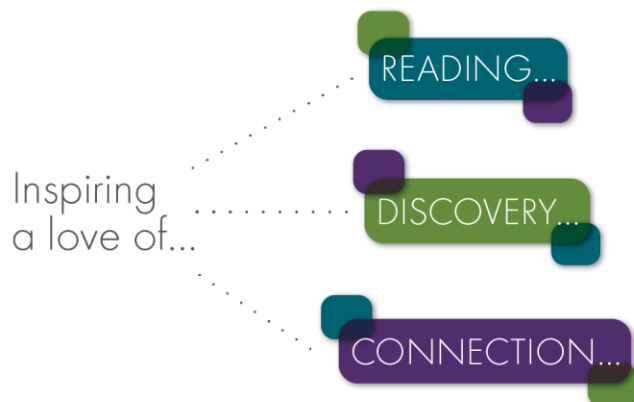




Board of Trustees

Special Meeting
September 2, 2020



Board of Trustees Special Meeting Agenda

Douglas County Libraries
Wednesday, September 2, 2020
5:30 P.M.
Remote Call in

CALL TO ORDER

Presiding: Ron Cole, President

NOTICE *This meeting was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries Bylaws.*

ATTENDANCE

PUBLIC COMMENTS

DISTRICT BUSINESS

Do any board members have a conflict of interest to disclose regarding any of the below matters? If so, please recuse yourself, and return to the meeting after discussion has ended.

- Reorganization Discussion

Pg. 3

TRUSTEE COMMENTS

UPCOMING BOARD MEETINGS

1. **Board Meeting**: September 30, 2020, Douglas County Libraries at Parker, Event Hall A, 7:00 p.m. (Dinner at 6:30 p.m.)
2. **Board Study Session**: September 30, 2020, Douglas County Libraries at Parker, Event Hall A, 5:00 p.m.

OTHER BOARD CALENDAR ITEMS

1. **Annual Board Retreat**: September 19, 2020, Douglas County Libraries at Castle Pines, Castle Pines CPN Master Association Event Hall, 9:00 a.m. – 1:00 p.m.
2. **Partnership of Douglas County Governments Meeting**: September 16, 2020, PACE Center, Parker, Colorado 7:00 a.m. (meeting begins at 7:30 a.m.)

ADJOURN

Inspiring
a love of...

READING...

DISCOVERY...

CONNECTION...



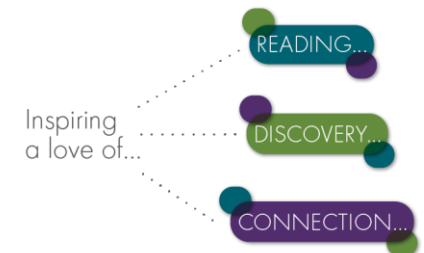
Board of Trustees

Reorganization: The Big Picture

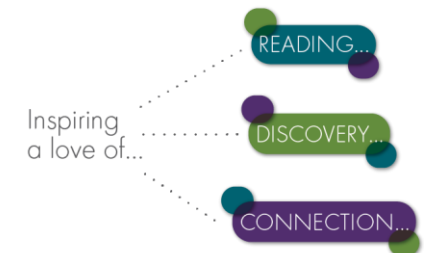
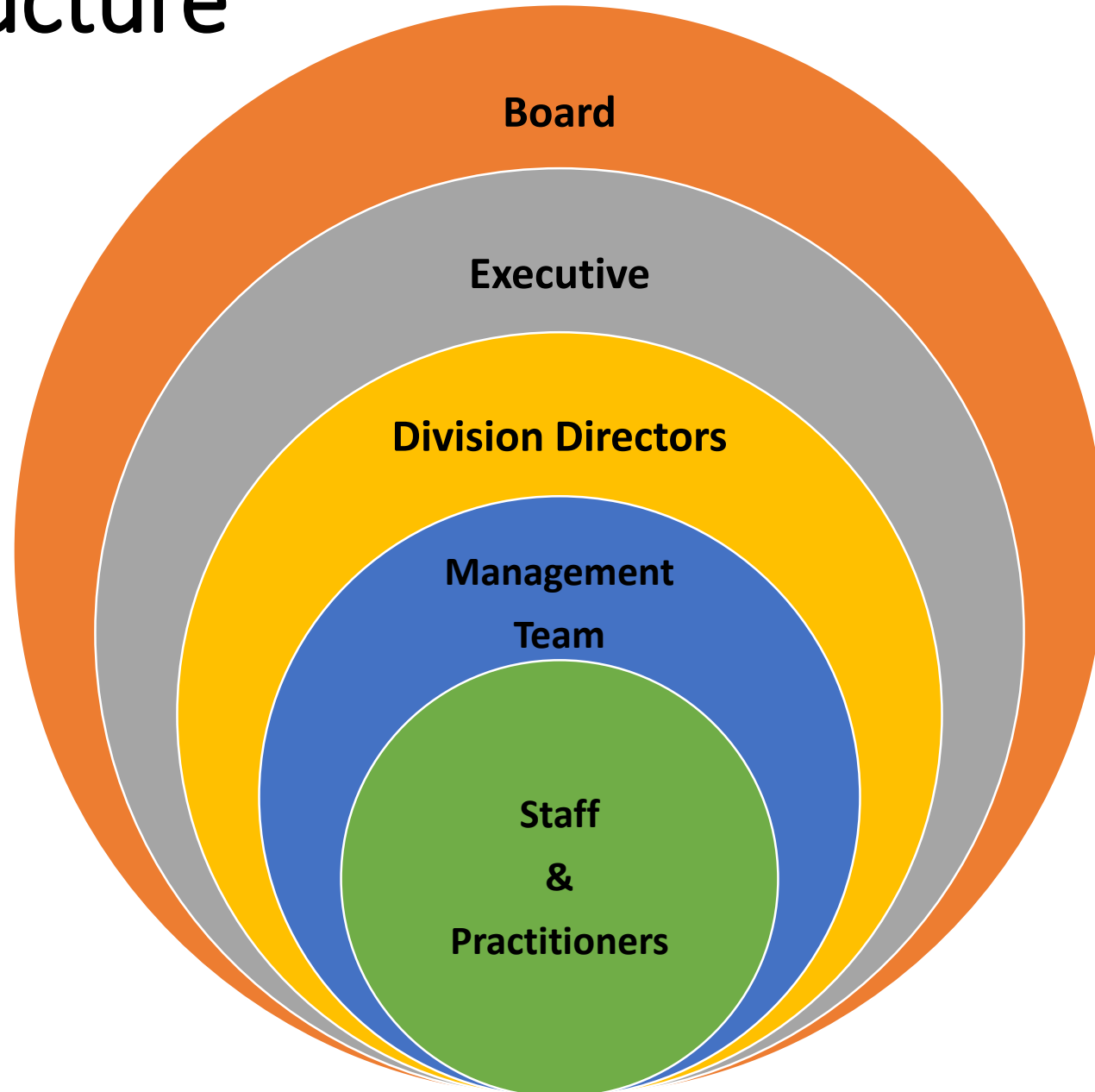
2 Big Ideas

The structure forms a DCL Management Team by areas of expertise.

The structure prepares the organization for new strategy.

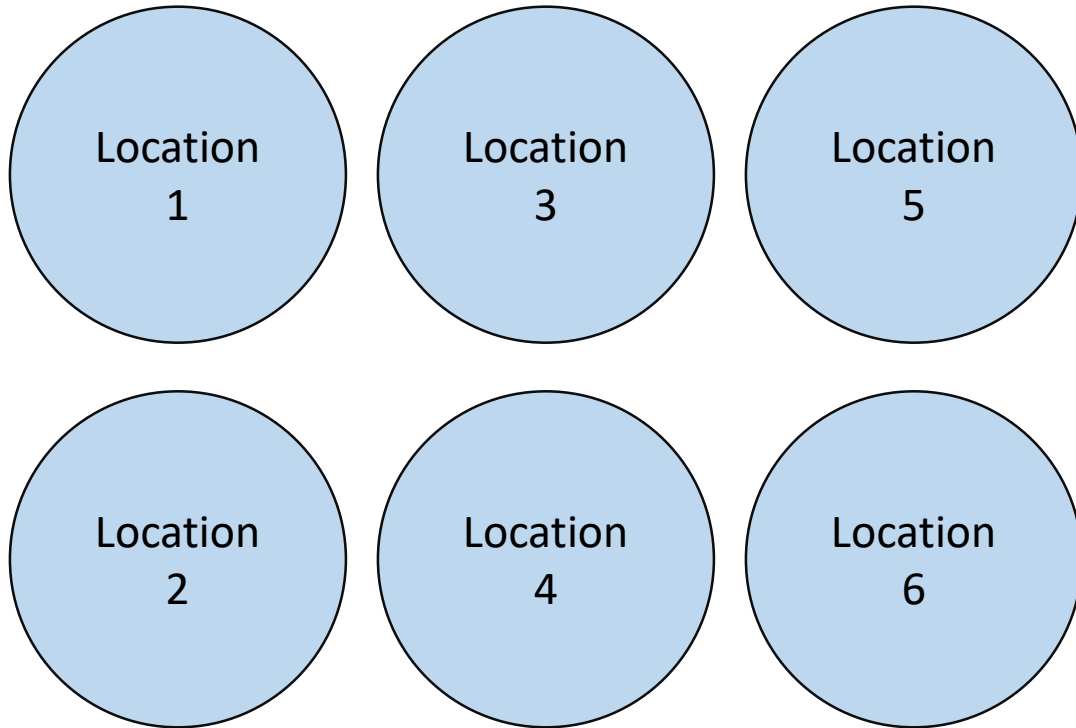


New DCL Structure

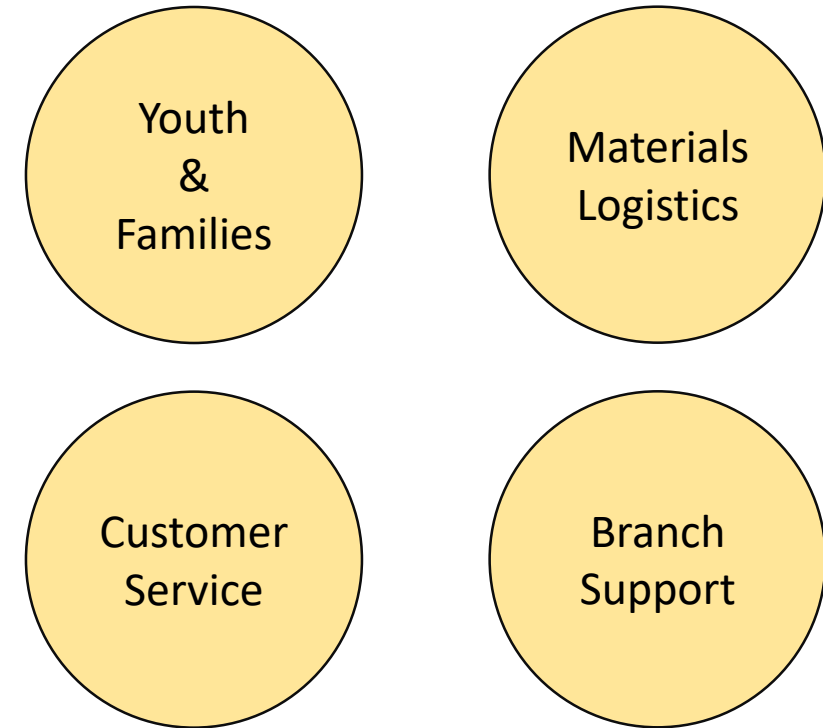


Building a DCL Management Team

From/Before: Location Focus

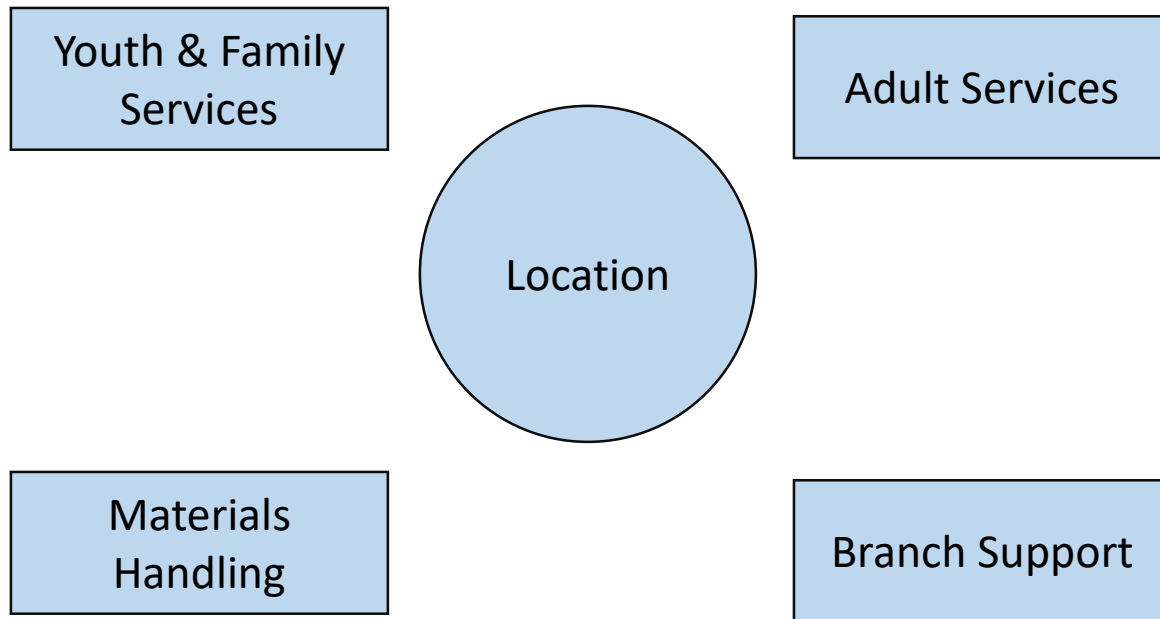


To/After: Key Business Focus

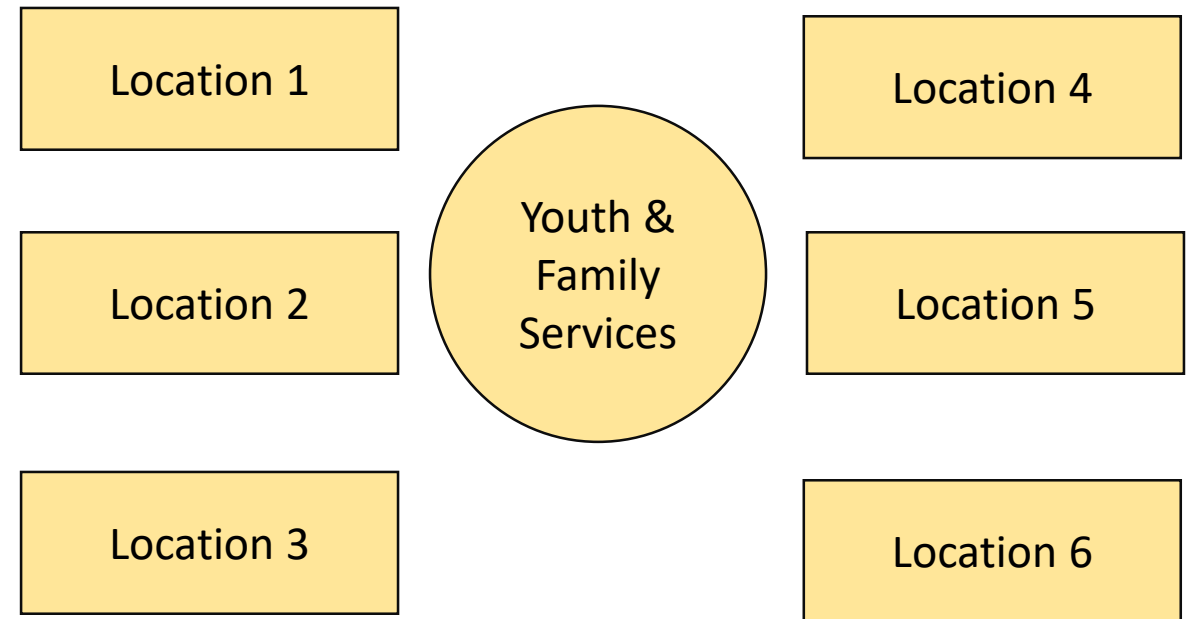


Building a DCL Management Team

From/Before: Management by Location



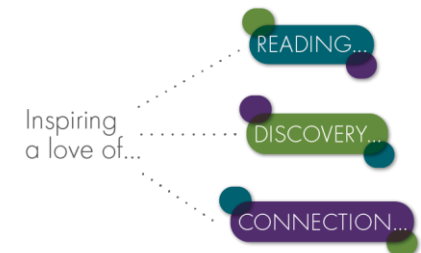
To/After: Management by Expertise



Desired Outcomes

- Efficiency: The structure scales to advantage
- Expertise: The structure secures and develops needed business talent.
- Culture: The structure motivates collaboration across locations. The structure recognizes the value of division contributors.
- Consistency: The structure delivers on aligned service promises.

Results: The structure sets a business plan for accountability.



Commitments

Opportunities are available in multiple, new teams.

Staff will not lose a job if they are committed to the library and being a positive agent of change.

Opportunities are available through an open, internal process.

Everyone will not likely gain their most-coveted job assignment.

