

Clearwater, Florida, September 19, 2013

The Pinellas County Business Technology Services (BTS) Board met in special session 11:33 A.M. on this date in the County Commission Conference Room, Pinellas County Courthouse, Clearwater, Florida, with the following members present:

Bernie McCabe, State Attorney (Acting Chair)  
Michelle Ardabili, representing Chief Judge J. Thomas McGrady, Sixth  
Judicial Circuit  
Deborah B. Clark, Supervisor of Elections  
Robert Gualtieri, Sheriff (Late Arrival)  
Myriam Irizarry, representing Ken Burke, Clerk of the Circuit Court  
Robert S. LaSala, County Administrator  
Diane Nelson, Tax Collector  
Mark S. Woodard, representing Kenneth T. Welch, County Commissioner  
(Late Arrival)

Not Present

Susan Latvala, County Commissioner, Chairman  
Pam Dubov, Property Appraiser, Vice-Chairman  
Ken Burke, Clerk of the Circuit Court  
Bob Dillinger, Public Defender  
Chief Judge J. Thomas McGrady, Sixth Judicial Circuit  
Kenneth T. Welch, County Commissioner

Also Present

Dennis R. Long, Chief Assistant County Attorney  
Peggy Rowe, Director of Human Resources  
Beverly Waldron, Human Resources Manager  
Arlene L. Smitke, Board Reporter, Deputy Clerk

AGENDA

Leadership and Management Assessment Feedback by Philip E. Berghausen, Jr.,  
Executive Director, Center for Executive Solutions

CALL TO ORDER

State Attorney Bernie McCabe called the meeting to order at 11:33 A.M. and indicated that Ms. Waldron had distributed comments from the BTS Executive Leadership Team

and staff Town Hall Meeting conducted with the candidates, copies of which have been filed and made a part of the record.

### LEADERSHIP AND MANAGEMENT ASSESSMENT FEEDBACK

Philip E. Berghausen, Jr., Ph.D., Center for Executive Solutions, indicated that most people are hired based on their experience and technical abilities, yet those who fail do so because of their interpersonal skills; that the goal of the Leadership and Management Assessment is to obtain information relative to the soft skills of the candidates to enable management to make an informed decision; that leadership styles vary; and that a candidate's effectiveness depends in part on finding the right fit for the organization.

Mr. Berghausen described the process used to conduct the assessment, stating that each candidate was required to complete the California Psychological Inventory (CPI) Personality Test online prior to meeting with him for a four-hour, face-to-face interview; that a battery of cognitive tests were administered to determine strengths and weaknesses in areas such as thinking on your feet; abstract, analytical thinking, and logic and reasoning; and that he will use the information to make professional development evaluations and recommendations following hiring of the successful candidate.

Indicating that his assessment is not an evaluation of the candidate's technical skills and abilities, Mr. Berghausen stated that his focus is on what they do as a manager and leader; whereupon, he emphasized that no decision should be made solely on the basis of his information; that any red flags are a basis for reference checking; and that the members should consider the assessment results as a whole, not zero in on any particular area.

Thereupon, Mr. Berghausen reviewed the results of his assessment, noting his impression of the candidates with regard to various components, including the following, and discussion ensued.

- ▶ General leadership and management practices
- ▶ Problem solving
- ▶ Communication skills and practices
- ▶ Interpersonal skills
- ▶ Motivators and emotions

Mr. Berghausen indicated that the purpose of the assessment is not only to help the Board members make an informed decision, but to form the basis of a professional

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development plan for the successful candidate; that he will assemble a list of 10 to 15 recommendations; and that he will sit down with the individual to review the recommendations and CPI test results.

Ms. Waldron related that the meeting to conduct second interviews and select the preferred candidate will begin at 1:00; that the interview of Martin Rose will take place from 1:15 to 2:15 and the interview of Srikanth Karra from 2:30 to 3:30; that voting will be by ballot, with six affirmative votes required; and that discussion will follow pertaining to negotiation with the preferred candidate.

#### ADJOURNMENT

State Attorney McCabe adjourned the meeting at 12:55 P.M.