



**SCALE**  
Scott County Association For Leadership And Efficiency

On Friday, Aug. 12, members and guests of the Scott County Association for Leadership and Efficiency (SCALE) gathered for a meeting that featured legislative updates; remarks from Metropolitan Councilmember Gary Van Eyll; Scott County Employee Relations Director Jack Kemme's overview of the evolving SCALE University ("SCALE U") leadership skill development program; and a brief presentation about the Beyond the Yellow Ribbon: South of the River Chapter program by co-chair Dawn Buhain.

Scott County lobbyist John Boland and Metro Cities' Executive Director Patricia Nauman began the morning's meeting by updating the members on the eventual conclusion of the 2011 legislative special session, which ended the state's 18 day shutdown. "Once the general framework of the budget was agreed upon by legislative leaders and the Governor," Boland said, "Each of the remaining budget areas – such as transportation, health and human services, education, and the like – needed to meet separately to develop budgets within that framework. After that was largely accomplished, the special session itself went quite quickly." Nauman further elaborated on the outcomes of the 12-hour special session, adding that "... the new revenue [included in the state budget] is derived completely from one-time funds [and] doesn't resolve the ongoing structural issues; it is highly likely that we'll be grappling with another significant deficit in 2013." Representative Michael Beard then articulated his "exasperation" with last session's process and outcome, focusing particularly in his lead committee's area of transportation.

Following brief comments by Metropolitan Councilmember Gary Van Eyll, Jack Kemme updated the members on recent and future developments with the highly regarded SCALE U leadership development program. Originally designed for new and emerging "first tier" supervisors, SCALE U is nearing the launch of a "second tier" program for mid-level or departmental managers. "While the first tier program is oriented towards more tactical elements of becoming a new supervisor, this second tier will focus more on the skills needed to achieve larger operational results," Kemme noted. From effective performance management to the essentials of building and leading a solid team, the program will – like its predecessor – feature in-depth handling of topics particularly relevant to people who supervise other supervisors. "Further, to truly reflect the principles and purpose behind the SCALE philosophy, this program is free to all SCALE member entities," he added. The classes will be held at Prior Lake City Hall, and are expected to launch at the end of 2011 or the beginning of 2012.

Members were then asked to provide input on the possibility of developing a "third tier" SCALE U program specifically geared towards chief administrators and elected officials. Many SCALE members commented that such a resource would be quite beneficial, particularly given the complexities of their roles and responsibilities as elected officials.

Before concluding the meeting with committee and member comments, Dawn Buhain, co-chair of the Beyond the Yellow Ribbon-South of the River Chapter, led a brief presentation about the program and its mission. "This program exists to provide armed servicemembers and their families support both

during and after deployment,” she said. “From sponsoring events that honor military members and their families to offering direct assistance in times of crisis, we partner with the schools, health care facilities, local governments, and other service entities such as FISH [Families and Individuals Sharing Hope] to help provide whatever help is needed in our own community.” For more information about the Beyond the Yellow Ribbon-South of the River Chapter, please call (952) 440-5011 or visit their website at [www.btyrsouthoftheriver.org](http://www.btyrsouthoftheriver.org).

**Please note – due to the Scott County Meth Task Force’s annual golf fundraiser, “Tee It Up for the Task Force” (which will be held on Friday, Sept. 9, at Stonebrooke Golf Club in Shakopee), next month’s SCALE meeting will be held on Friday, Sept. 16 at 7:30 a.m. at Prior Lake City Hall.**