**Meetings and Training – Vancouver, WA**

- We still include a 4 hour performance measurement block in our leadership academy, which is required attendance for all managers and supervisory personnel. A similar block has been integrated into the “building blocks of leadership” for mid-level leaders, too.

- Council is briefed on six core area (Fire, Police, Parks & Recreation and now Transportation and a few others) measures and business plans as part of their pre-budget process.

- We are in the process of building business plans for Transportation, Parking Services, and our first support services (Media and Financial Services)

- Many ad hoc training opportunities with individuals and organizations