

Board, administrators assessed for strengths

BY SUE BUCK
STAFF WRITER

abuck@homecomm.net

Larry Lobert, who's leaving for a human resources position in the Grosse Pointe Public School District, shares a dominant strength with Farmington School Board member Gary Sharp — positivity.

According to the Gallup Organization of Princeton, people strong in the positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

"When I read about it, I thought, 'It is me,' Lobert said.

Gallup developed the assessment to measure the collective strength of groups. It was used at the Farmington Public Schools Board retreat held last fall at the Doubletree Suites Hotel, and a strength finder model will be used at the Aug. 5 school administrators retreat.

In reporting the five dominant strengths of the board and central office team, a grid was produced with four quadrant categories and sub-categories. They were:

- Relating — communication, empathy, harmony, inclusiveness, individualization, relation, responsibility.

- Impacting — command, competition, developer, maximizer, positivity, woo.

- Striving — achiever, activator, adaptability, belief, discipline, focus, restorative, signifi-

cance, self-assurance

- Thinking — analytical, analyzer, connectiveness, context, deliberative, fairness, futuristic, ideation, input, intellect, learner, strategic.

Taking the test were Farmington School Board members, Cathy Webb, Linda Enberg, Priscilla Brouillette, Pam Christian, Frank Reid, Jack Inch and Sharp, Farmington Schools Superintendent Bob Maxfield; Lobert; Cheryl Cannon, assistant superintendent for business and finance; Sue Zurvalle, assistant superintendent for staff and community services; Jan Colliton, assistant superintendent for instructional services; and Lynn Noelle, interim director for special education.

Knowing everyone's strengths creates an awareness of how they approach problems and think in terms of their place in a team, Lobert said.

"That's why we use the strength finder," Lobert said. "It's an awareness piece for everyone in the organization. We all know what our key talents are. If we are working with someone who is predominantly a thinker, it's nice to know that in a team, they are joined with someone who is an activator. That's how we are using the tools in staff development."

The philosophy is the same in hiring people, Lobert said. The tool used at the retreat was suited for evaluating people already

in the organization.

"The value is how do we marry these talents together?" Lobert said. "How do we partner? How do we use our strengths to compensate for our weaknesses?"

The board retreat participants took their tests on the Internet, Lobert said. While Gallup has identified 34 key talents, five will emerge after testing.

"You are only going to get five," Lobert said. "They want you to think of it as a comet. These are the ones we can clearly see at the front of the comet. It doesn't mean these other talents aren't right here at the head. There could be some key talents which aren't showing up. They want you to just work with five because it becomes too overwhelming."

Among the more unusual themes which aren't immediately descriptive are:

- woo — winning over others. These people derive satisfaction from breaking the ice and making a connection.

- intellective — introspective and appreciate intellectual discussion

- ideation — able to make new connections between seemingly disparate phenomena

- activator — make things happen by turning thoughts into action. These people are often impatient.

- restorative — adept at dealing with problems and figuring out what is wrong

Lobert from page A1

work with," Lobert said. "It tells us how this person will approach kids and what their empathy level will be."

Similar Gallup tools were used at the Fall 2001 board retreat at the Doubletree Hotel Suites in Novi. (See related story.)

During Lobert's tenure, he helped to bring collaboration between the school board, administration and union groups to new heights. "We're talking about how do you get the barriers out of the way, so our people can really share their strengths," he said. "These three anchors get together on a regular basis and we talk about collaboration. This was ongoing when I came to this organization."

The district also moved into a formalized interest-based bargaining model where strategies are

developed to explore more options.

"It's looking at the glass half full instead of half empty," Lobert said. "You brainstorm greater options together. Instead of hiding information from each other, you get all the information on the table. You work together. It looks more like a problem-solving process instead of old-style negotiations. We went into a formalized model during bargaining and I was thrilled to be a part of that."

It's a great foundation, Lobert said. Relationships are built through blood, sweat and tears to trust, he said. It's a payback for the relationships built through the years.

"I certainly leave Farmington with a heavy heart, I'll tell you that," Lobert said. "It's a model for American public education, nothing short of that."

POLICE CALLS

MAILBOXES DAMAGED

Several mailboxes along the 32600 block of Cadillac were torn off their posts or damaged during Saturday night. Three mailboxes were damaged and trash cans were dumped along the 29700 block of Deer Run Sunday night.

CAR DAMAGED

A woman visiting the Law offices of Jax Kalish on Northwestern Highway on Thursday evening reported returning to her car to see someone keyed the paint. She said she was there meeting with her soon-to-be ex-husband.

HOME INVASION

In the 30600 block of S. Wendybrook Ct., a resident said someone pried open a screen door to gain entry to the home between 10:30 a.m.-noon Saturday. Stolen inside were some miscellaneous pieces of costume jewelry. Estimated loss was unknown.

In the 22200 block of Averhill Avenue, a resident reported someone entered his home between 11 a.m.-4:30 p.m. Saturday and stole lottery tickets, a cell phone and a handgun. The man said he may have left his front door open.

In the 37000 block Eight Mile, a vacant home for sale was broken into during Sunday night. Stolen inside were some pieces of

costume jewelry with no estimated value.

BENCH SNATCHED

An iron bench located in the front yard of a home in the 38200 block of Klarr Drive was taken during Friday night. Loss was \$200.

A cement bench outside the Gilchrist & Associates on Eight Mile was taken between Thursday and Monday. Loss was \$400.

WALLET THEFT

An employee at Botsford Hospital on Grand River said she left her purse containing her wallet in her secured locker on Saturday and returned at 6 p.m. to find the lock missing to the locker and her wallet missing inside. Loss was \$50.

DRUNKEN DRIVING

Police pulled over a vehicle along Orchard Lake and 13 Mile around 1:25 a.m. Sunday for having expired license tabs. The driver, a 44-year-old Warren man, had a .11 blood/alcohol level.

Police pulled over a vehicle along Orchard Lake and 12 Mile around 4 a.m. Sunday for running two red lights in while in left turn lanes. The driver, a 23-year-old Troy man, had a .14 blood/alcohol level and a restricted license.

TOOLBOX STOLEN

A Novi man said he spotted

two men leaving his vehicle after shopping at Pony Express at 31650 Eight Mile around 2:12 p.m. Sunday. The man discovered his toolbox in his truck bed was taken and the two men had driven away. Loss was \$200.

FAIRLY PAID

The driver of a 2001 Cadillac Escalade pumped \$24 in gas into the vehicle at the Mobil gas station at 27730 Orchard Lake and left without paying around 2:20 p.m. Sunday.

DRUG POSSESSION

Police pulled over a vehicle along Parker and Folsom around 5 p.m. Sunday for the driver not wearing a seat belt. The driver, a 28-year-old Farmington Hills man, had a baggie of marijuana in the car's center console.

Police pulled over a driver along 13 Mile and Orchard Lake around 1:15 a.m. Monday for running a red light. The driver, an 18-year-old Farmington Hills man, had marijuana in his pants pocket.

Police pulled over a vehicle along Grand River and Rockwell around 4:30 p.m. Monday for having a cracked windshield. The driver, a 36-year-old Detroit man, had crack cocaine in his pants pocket.

Compiled by staff writer Paul R. Pace from reports on file with the Farmington Hills Police Department.

Road Commission launches new Web site

The Road Commission for Oakland County has launched a new and improved Web site that's intended to make it easier for visitors to quickly find the information they are looking for.

Located at www.rcocweb.org, the site offers a wealth of information about the road commission (how it's governed and funded, its mission statement, challenges, etc.), road projects, and a wide variety of road commission activities, such as pothole patching, snow plowing, gravel road maintenance, etc.

Also available at the site is information about RCO's FAST-TRAC "smart" traffic signal system and the Southeastern Michigan Snow and Ice Management program (SEMSIM: a partnership between the RCO, Wayne County, the City of Detroit, Macomb County Road Commission and SMART that is introducing state-of-the-art technology to winter road plowing).

The site also contains the popular RCO Real-Time Traffic Map, which is one of the few Web-based maps in the nation showing real-time traffic congestion levels on county roads and state highways.

Other features of the site include a schedule of upcoming RCO meetings, downloadable versions of RCO brochures and other publications, all the latest RCO press releases, a list of questions (and their answers) frequently asked of the road commission, information about RCO permits and environmental practices (including downloadable permit guidelines and applications) and current RCO job postings.

Additionally, the site allows visitors to send questions or concerns to RCO's Department of Citizen Services via e-mail, which will treat the messages the same as a phone call, including providing a response to the question or issue. There are also links to other related Web sites.

"We originally launched the Web site in 1998," said RCO Managing Director Brent Bair. "After four years, it was time to update the site with a new look and streamlined operations."

"We think the changes to the site make it more user-friendly, which helps us better reach our goal of meeting the information needs of our customers," the motorists using the county roads."

4th of July Sale

25877 Lahser Road In Southfield
248-352-8556 ~ FAX: 248-352-7254

**Custom Made Gift Baskets
Holiday Gift Sets & Nut Trays,
Party Trays Available
and Catering**

Ask About Our Corporate Discounts

10% to 20% Discount On All Case Wines & Champagne

Champagne		Chardonnay	
Cooks.....	\$3.99	Canyon Road.....	\$7.99
Frelxenet.....	\$7.99	Clos Du Bois.....	\$9.99
Korbel.....	\$9.99	J. Lohr.....	\$9.99
Piper-Heidsiek.....	\$29.95	Kendall Jackson.....	\$10.99
Veuve-cliquot.....	\$35.95	Beringer.....	\$12.99
Taittinger.....	2/\$60.00		
Moet & Chandon..	2/\$60.00		
Cabernet		Merlot	
Estancia.....	\$12.99	Beringer Founders.....	\$10.99
Beringer.....	\$19.95	Chateau St. Juan.....	\$19.95
Robert Mondavi.....	\$24.95	George Du Boeuf.....	\$5.99
		Carl Heinz Piesporter 2.....	\$9.00
		Delas Frese.....	2/\$20.00

Always Available
Fresh Caviar (Beluga, Ossetra)

Jumbo Shrimp (Cooked).....	\$9.99 lb.	Assorted Pepsi Products 8 pk./20 oz. \$3.99
Alaskan King Crab Legs.....	\$19.99 lb.	
Lobster Tails 6 oz.....	\$9.99 ea.	
Fresh Baby Ribs.....	\$1.99 lb.	
Fresh Baby Back Ribs.....	\$2.99 lb.	FRESH HOMEMADE SALADS, SANDWICHES & PASTAS
U.S.D.A. Choice Whole Tenderloins.....	\$9.99 lb.	
U.S.D.A. Choice Whole Rib Eye Steaks or Whole New York Strips Cut Free.....	\$6.99 lb.	
Whole Baked Chicken.....	\$4.99 ea.	
Beef & Chicken Kabobs.....	\$5.99 lb.	
Honey Spiral Baked Ham.....	\$3.99 lb.	

Expires 7/31/02

WIN A PAIR of FREE CONCERT TICKETS by EMAIL!

Summer Sundays

CONCERT SERIES

MGM GRAND DETROIT CASINO

**Sunday, June 30th
Diamond Rio**

**Sunday, July 7th
Lynyrd Skynyrd**

**Sunday, July 14th
Blues Traveler**

**Sunday, July 21st
Peter Frampton**

**Sunday, July 28th
Pat Benatar**

EVERY SUNDAY AT 5:00 pm UNDER THE TENT

Fill out my ticket request card
and send it back to MGM Grand
for more info and casino information call 1-877-880-2121

Tickets \$30. Receive a \$10 discount with your MGM Grand Club Card.
Tickets on sale now at MGM Grand Gifts.

JUST SEND AN EMAIL

WITH YOUR NAME, ADDRESS, PHONE NUMBER &
"Lynyrd Skynyrd" to ads@gdnn.com

Or you can enter by snail mail by sending a postcard with your name,
address, phone number & "Lynyrd Skynyrd"
to Summer Sundays
GDNN, 210 East Third St., Suite 210
Royal Oak, MI 48067

Observer & Eccentric
DETROIT

If you bet more than you can afford to lose, you've got
a problem. Call 1-800-770-7171 for confidential help.