



Creating a Leadership Team for Success: Building Stronger, More Effective Leadership

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Texas Municipal Clerks Association

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MEET THE PANEL

Junior Ezeonu, Mayor Pro Tem, City of Grande Prairie, born in Nigeria but moved to TX at the age of 2 years old. Attended the University of Texas at Arlington where he studied Political Science. Junior was elected to the city council at the age of 22 years old becoming the youngest elected in Grand Prairie's history after defeating an incumbent who had served for 12 years. He is a big Dallas Mavericks fan and is still recovering from the heartbreak of the Luka Doncic trade but is hopeful for the future.



Joseph "Joey" Dunn, Deputy City Manager, City of Bryan, born in VA, raised in AL, schooled in TN and TX (ATM '94), and loving life in BRYAN, TEXAS. Married to best friend Leslie for 34 years, with 3 sons, 1 daughter, 2 daughter-in-laws, and one handsome dog, Ira.



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Kim Sutter, City Secretary/Chief Governance Officer, City of Eule

born and raised in the great state of Texas, Kim brings 28 years of dedicated service in municipal government. She's married and proud mom to three adult sons, one daughter-in-law, and two cherished grandchildren. Her constant companion is Scout, a four-legged heartthrob who's convinced every outing is meant for him too.



Moderator-Gretchen Mercer, City Secretary/Director of Administrative Services, Canyon, brings 29 years of experience in municipal government. Married for 43 years to her best friend, James, and has 3 incredible children (2 sons, 1 daughter), 2 amazing daughter-in-laws, 1 amazing son-in-law and 4 precious grandchildren. Life is amazing.



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GOALS & TAKEAWAYS OF THIS SESSION

1. Leadership & Hiring Challenges
2. Building a Team
3. Developing a Team
4. Leading a High-Performing Team

Building and developing a team takes vision and commitment. Leading a high-performing team means inspiring excellence and navigating challenges with resilience. Even hiring obstacles become opportunities to grow stronger when leadership is driven by purpose.



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LEADERSHIP & HIRING CHALLENGES



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BUILDING A TEAM



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DEVELOPING A TEAM



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LEADING HIGH-PERFORMING TEAM



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RECOMMENDATIONS

- *“Trusted Leader: 8 Pillars That Drive Results”* by David Horsager
- *“Creating Excellence: Insights Into Leadership, Life and Legacy”* by Brigadier General Bentley Nettles
- *“Leadership and Self Deception”* by the Arbinger Institute



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QUESTION AND ANSWER SESSION



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“People are not your most important asset. The right people are.” Jim Collins

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