There was a special meeting of the Bloomfield Town Council held from 8:30 a.m. – 1:00 p.m. on Saturday, January 18, 2020 at the Hilton Garden Inn, 550 Corporate Drive, Windsor, CT.

Present were: Mayor Suzette DeBeatham-Brown, Deputy Mayor David Mann, Councilors Joseph Merritt, Rickford Kirton, Kevin Gough, Patrick DeLorenzo, Stephanie Calhoun and Danielle Wong

Also present were: Robert E. Smith, Town Manager, Sharron Howe, Assistant to the Town Manager and India M. Rodgers, Clerk of Council

Absent was: Councilor C. Francis Politis

Guest: Joseph Seymour, KRA Corporation (Maximum Manifest)

The meeting was called to order at 9:15 a.m.

Mayor Suzette DeBeatham-Brown gave a brief overview of the activities for the Council Retreat. She welcomed and introduced the presenter, Mr. Joseph Seymour of KRA Corporation. Mr. Seymour presented on the importance of conflict resolution, team building and how to manifest your maximum potential.

**Mr. Joseph Seymour – KRA Corporation - The Art and Science of Conflict Resolution**

Mr. Seymour presented the Council will several important tools to resolve conflicts and build a productive team.

He also spoke briefly on the importance of “team”, the interdependence, shared and common goals as well as having accountability among all team members.

The key elements in the development of any team is trust and communication. He also introduced a concept of taking a group of people to progress through prominence. Although, Council members may have differences of opinion, the commitment is to always understand the “WHY?” to achieve the ultimate goal as a better Council Bloomfield.

Mr. Seymour commented on the pros and cons of diversity and the ability to have a healthy debate in the right environment.
He defined conflict as “the friction or opposition resulting from actual or perceived differences or incompatibilities. Conflict in a culture of distrust can be destructive and conflict in a culture of trust can be constructive.

Several other topics relative to Conflict Resolution presentation included:

- Five Main Types of Workplace Conflict
- Personal Conflict Resolution Strategies
- “Johari Window” - a model for understanding and training self-awareness, personal development, improving communication, interpersonal relationships, group dynamics, team development and intergroup relationships.
- 5 Rules for Giving Feedback/5 Rules for Receiving Feedback
- Engage the Seven “C’s” - Correctness, Clarity, Conciseness, Completeness, Consideration, Concreteness and Courtesy
- What is Strategic Planning? - Strategic Modeling and Analysis Tools
- Understanding that “Perception is Reality”
- Importance of Active Listening and Reflection

**ADJOURNMENT**

The meeting adjourned at 1:00 p.m.