

City of Madison Police Civilian Oversight Board (PCOB) | SWOT Analysis

Thursday, July 22, 2021 | Step #3 Draft Actionable Strategies

Step #1 | Conduct SWOT Analysis | Wednesday, May 18, 2021

Step #2 | Prioritize responses to SWOT Analysis | Wednesday, May 18, 2021

Step #3 | **Draft Actionable Strategies | Thursday, July 22, 2021**

- Leverage our Strengths to address our Weaknesses (Areas for Improvement)
- Leverage our Strengths to maximize our Opportunities
- Leverage our Strengths to overcome our identified Threats

Step #4 | Synthesize Actionable Strategies | Date: TBD

STRENGTHS <ul style="list-style-type: none"> - What do we do well? - What unique resources can we draw on? - What do others see as our strengths? 	WEAKNESSES (Areas for Improvement, Challenges) <ul style="list-style-type: none"> - What could we improve? - Where do we have fewer resources than others? - What are others likely to see as our weaknesses?
<ul style="list-style-type: none"> - Good communicators - Diversity: beings, thoughts and perspectives - Lots of leaders - Members are passionate about our work - Giving credit where credit is due - Support of City staff 	<ul style="list-style-type: none"> - Lots of leaders - Lots of strong opinions – members being long winded, restating same comments/opinions - Meeting Facilitation – not following our established rules of - Not following Robert’s Rules of Order - Members directing comments to one another, instead of Chair - Lack of preparedness for meetings (pre-readings, updates, etc.) - Need to communicate directly may sometimes come across as abrasive. - Message delivery; not always understanding intent vs. impact - Move away from narrative that both sides are wrong - Move away from narrative that challenges are personal - Interpersonal challenges (between individual members) - Parliamentary procedures interfering with meeting facilitation “progressive stacking” - Respect for different opinions or perspectives. We will not always agree.

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STRENGTHS	OPPORTUNITIES
<ul style="list-style-type: none">- What do we do well?- What unique resources can we draw on?- What do others see as our strengths?	<ul style="list-style-type: none">- What opportunities are open to us?- What trends could we take advantage of?- How can we turn our strengths into opportunities?
<ul style="list-style-type: none">- Good communicators- Diversity: beings, thoughts and perspectives- Lots of leaders- Members are passionate about our work- Giving credit where credit is due- Support of City staff	<ul style="list-style-type: none">- Better listening skills- Better understanding of Roberts Rules- Being more accountable to the Board and our community- Reviewing missed meetings and reviewing materials discussed – if/when not present- Team Building Exercises- Relationship Development with COB Stakeholders- Create & strengthen lines of communication between PCOB and all stakeholder groups- Trust building between PCOB members- Better meeting facilitation- Balancing of members voices “progressive stacking”

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STRENGTHS	THREATS
<ul style="list-style-type: none">- What do we do well?- What unique resources can we draw on?- What do others see as our strengths?	<ul style="list-style-type: none">- What threats could harm us?- What is our competition doing?- What threats do our weaknesses expose us to?
<ul style="list-style-type: none">- Good communicators- Diversity: beings, thoughts and perspectives- Lots of leaders- Members are passionate about our work- Giving credit where credit is due- Support of City staff	<ul style="list-style-type: none">- External Stakeholders questioning legitimacy of our Board<ul style="list-style-type: none">- Due to obvious tension during meeting discussions- State Legislature & other external influences- Trust