



Organizational Assessment/Executive Recruitment – Village of Perry

DESCRIPTION

MRB Group's practitioner-based team was the perfect fit for a transitional phase for this picturesque Genesee Valley community. Our local government services team was initially engaged for interim leadership services, but quickly moved to support a full organizational assessment.

MRB Group and our SmarterLocalGov team provided interim executive leadership, a full organizational support and reorganization/optimization of local government functions, and recruitment services for three key leadership positions in the Village.

The Perry community experienced an unexpected turnover in their Village Administrator position. Contrary to its image as a small, quiet Village, Perry is a complex community with multiple capital projects in progress. The Village needed immediate support to guide the organization through the transition, and ultimately relied upon MRB Group to conduct a full organizational assessment, resulting in multiple significant improvements to organizational effectiveness.

In order to address the Village Board's priorities, MRB Group facilitated multiple phases of organizational transition:

- **Interim Leadership:** Within 48 hours, MRB Group assigned an experienced manager to provide imbedded support to the Village. For the duration of the engagement, our interim manager was available to the Board and staff on 24/7 call, with specified office hours in Village Hall.
- **Organizational Assessment:** Once on-site, our manager began working with key leadership to identify opportunities to optimize Village operations. Improvements were implemented as developed and continue to be built upon
- **Executive Recruitment:** With the bones of the organization on firm footing, MRB Group conducted an internal recruitment to fill the Village Clerk position, a regional search for the Public Work executive, and a nationwide recruitment for the Village Administrator position.



All positions have now been filled with strong incumbents, who have inherited an organizational infrastructure that is built to last. New department heads are engaged in policy and procedure documentation and enhancement, and the Board has continued on its progressive agenda.

Following implementation, MRB Group has remained as a supportive resources, providing the new administrative leadership with support where needed, including project management and leadership advisement.



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