

Count	GROUP
43	Resident
9	Employee
9	Committee
4	Dept Head

Count	QUALITIES/SKILLS
47	SrongListener
37	PlanningAbility
34	ExperDiverse
27	KnowledgeMA
24	ConsBuilder
24	EvenTempered
22	IndThinker
20	StrongSpeaker
20	DepKnowledge
15	ExperBOS
13	Conservative
11	Advocate
11	ExperResort
4	DynamicPersonality

Count	CHARACTERISTICS
33	Honest
31	FrdThink
27	Approach
23	Responsible
20	Transparent
19	Commit
17	Pragmatic
16	Thought
14	Humor
13	Sensible
12	Innovative
10	Friendly
9	Consistent
8	Candid
8	Courage
8	Caring
7	Engaged
7	Resilient
6	Polite
6	Business
5	Independ
5	Authorit
5	Compassion
2	Command
2	Accommod
1	Strict
1	Tough
1	Clever
1	Inspiration
0	Charismatic

Count	STYLE
51	Casual
10	Formal

Count	AVAILABILITY	Count	ISSUES	Count	POINT OF VIEW	Count	INVOLVEMENT WITH DEPTS.
39	Open Door	9	Small Matters	9	Advocate	28	No
35	Scheduled Appointments	46	Larger Issues	50	Negotiator	30	Yes
31	Posted Hours						
27	Informal PublicMeet						
4	Closed Door						

role

Look out for the community, but always ways follow the MGLaws. Should have MA IG training.

The town Manager would be up to speed with the community and economic challenges facing our town and deal with the challenges appropriately. The Manager would be a strong and energetic leader of town goals and efforts.

Business manager of town and town staff

Execute the will of the Townspeople. Maintain standards of respect with staff. Avoid agendas and partisanship. Hold staff accountable. Weed out incompetence, encourage talented people. Avoid factionalism. Be approachable. Have a sense of humor.

The Town Manager should be managing the town and steering it towards the future. He or She should rely on Department Heads to make decisions within their Departments, only intervening as necessary. It is important that he or she is a strong authority figure that can also build consensus and work well with others.

Manifestly Fair. A committed advocate of his or her view.

Liaison between staff, volunteer leaders and residents.

TM should be a competent administrator and also be able to handle the big picture. TM should be open to hearing all points of view but then be able to make a reasoned decision and articulate that reasoning.

Managing all employees - Keeping everything running smoothly and overseeing projects the town is involved in.

Leader, person with knowledge of town, wants to live here.

Listener, bridge-builder, someone who can sift through the chaff and clarity for the benefit of all.

As a Chief executive.

We need someone that has 2 kinds of strengths

1. Skills as a manager in Town government
2. Skills as someone who knows the value of a diverse community and knows how to be an effective leader in such a community.

The town manager should operate to maximize tourism and while sustaining and advocating for town residents.

To also speak for the community not just the selectmen.

Town Manager has a crucial role in town and must be involved at all levels but not necessarily controlling all levels.

Leader

The Town Manager should be involved in managing the major affairs effecting P-town, instead of being mired in minutes. There are over 40 committees in town as well as a Board of Selectmen available to handle the usual and customary town affairs.

Cheerleader, advocate for town with county and state.

Multiple Roles - Informs, organizes and advises BOS

- responsible for all town employee performance
- trouble shoots issues and problems
- communicates to & with all constituents
- leads the implementation of BOS goals, state & local regulations

Should be a leader and have experience in multi faceted environments. Should be enthusiastic and be able to bring strong long term ideas and solutions to the table. Be diplomatic in weighing diverse opinions, community is deeply divided currently and there needs to be consideration to someone who can handle this.

The town manager should simply lead the town in a fair democratic way.

Strong Prescence in the community.

TM should express forward thinking, positive approach to managing the challenges before us and maintain clear and supportive relationship with Board of Selectmen.

Town Manager.

The TM is the leader of Town Hall & should have working knowledge of all that is happening in town.

Be a leader, build consensus, resolve conflicts.

Strong leader with a vision for moving the town forward and committed to it.

I hope we can get an honest, unbiased person who tries to respect all members of the community.
Stop petty bickering - lead town back through fiscal mgmt.

Leader, Example of honesty & fairness.

The town Manager first of all has to manage- leadership, communication, responsibility, & human resource skills required. He or she has to implement the vision of the citizens expressed in town meeting, not his or her own vision.

To serve the town & the best interest for all.

comments

The town Manager depends largely on the goals and direction from the BOS, and the BOS needs to hear and react to the needs of the community at large.

Seek out a person with character. Avoid someone easily manipulated. Research background thoroughly. If it takes time to fill the position, take the time. Hire someone that has the skills to manage, not someone who wants to be a manager. This is a critical juncture for the town.

Recommend that strong background check - experience, business personal and educational be done. Open town meetings to meet finalists.

Expectations of the town manager do not include being all things to all people. He or she must follow the regs of the board and not to be expected to go beyond that.

Understanding of town politics and problems.

Selectmen need to learn from the last town meeting as to allowing more input and timely arrangement of matters to be voted!

Salary should be considered in relation to high living expenses of Provincetown.

We need a peacemaker, a person able to participate with the elected and selected boards to frame issues in a solution seeking manner, becoming an advocate for the best solution based on consensus.

This feels like a rushed survey based on personnel inventory tools like Strengths Finder. This may not be the best way to obtain citizen input in to a search for a town manager. Differentiating and addressing analytical abilities, decision making skills and style, leadership ability and style, communications skills, analytical abilities, ability to lead and facilitate both small and large group process and, most importantly to be able to effectively manage the delicate interface between governance process and town operations is key. Break these categories down further, prioritize them and then set your search criteria accordingly.

In instance where this survey only gave 2 choices, I think the new Town Manager should be a combination of both choices. The survey really presented 2 ends of a spectrum, too black & white. There is a lot of gray when it comes to management and a good manager adapts to each situation.