

R7 O A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE ADMINISTRATION TO RETAIN POWERHOUSE WORKSHOPS & CONSULTING, LLC TO CONDUCT A WORKSHOP, AT A COST OF \$3,000, FOR UP TO 100 CITY EMPLOYEES AND ELECTED OFFICIALS (FIRST COME, FIRST SERVED BASIS) THAT WILL FOCUS ON STRATEGIES TO CONTROL ANGER, TO CHANGE MINDSETS TO ACHIEVE POSITIVE ATTITUDES, AND TO RESOLVE CONFLICTS WITHOUT HOSTILE VERBAL ATTACKS; AND FURTHER, DIRECTING THE ADMINISTRATION TO IDENTIFY FUNDING THROUGH THE ANNUAL BUDGET PROCESS.

Applicable Area:

# MIAMI BEACH

## COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: City Attorney Ricardo J. Dopico

DATE: September 11, 2024

TITLE: A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE ADMINISTRATION TO RETAIN POWERHOUSE WORKSHOPS & CONSULTING, LLC TO CONDUCT A WORKSHOP, AT A COST OF \$3,000, FOR UP TO 100 CITY EMPLOYEES AND ELECTED OFFICIALS (FIRST COME, FIRST SERVED BASIS) THAT WILL FOCUS ON STRATEGIES TO CONTROL ANGER, TO CHANGE MINDSETS TO ACHIEVE POSITIVE ATTITUDES, AND TO RESOLVE CONFLICTS WITHOUT HOSTILE VERBAL ATTACKS; AND FURTHER, DIRECTING THE ADMINISTRATION TO IDENTIFY FUNDING THROUGH THE ANNUAL BUDGET PROCESS.

### **ANALYSIS**

The attached Resolution was prepared at the request of the sponsor, Vice-Mayor Laura Dominguez.

### **FISCAL IMPACT STATEMENT**

The fiscal impact of this measure is \$3,000.

### **Applicable Area**

Citywide

**Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?**

No

**Is this item related to a G.O. Bond Project?**

No

**Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

### **Department**

City Attorney

### **Sponsor(s)**

Commissioner Laura Dominguez

### **Co-sponsor(s)**

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE ADMINISTRATION TO RETAIN POWERHOUSE WORKSHOPS & CONSULTING, LLC TO CONDUCT A WORKSHOP, AT A COST OF \$3,000, FOR UP TO 100 CITY EMPLOYEES AND ELECTED OFFICIALS (FIRST COME, FIRST SERVED BASIS) THAT WILL FOCUS ON STRATEGIES TO CONTROL ANGER, TO CHANGE MINDSETS TO ACHIEVE POSITIVE ATTITUDES, AND TO RESOLVE CONFLICTS WITHOUT HOSTILE VERBAL ATTACKS; AND FURTHER, DIRECTING THE ADMINISTRATION TO IDENTIFY FUNDING THROUGH THE ANNUAL BUDGET PROCESS.**

**WHEREAS**, the Mayor and City Commission of the City of Miami Beach are committed to fostering a positive and professional work environment for all City employees and elected officials; and

**WHEREAS**, effective anger management, positive mindset change, and conflict resolution are essential skills for maintaining a productive and harmonious workplace; and

**WHEREAS**, municipal employees and elected officials are expected to engage with residents, visitors, vendors, and other members of the public with civility and decorum, refraining from personal attacks and hostile language; and

**WHEREAS**, Powerhouse Workshops & Consulting, LLC ("Powerhouse") has demonstrated expertise in providing high-quality training in these areas; and

**WHEREAS**, the Commission desires to retain Powerhouse to conduct a workshop aimed at equipping City employees and elected officials with these essential skills, consistent with the sample lesson plan attached to this Resolution as **Exhibit A**; and

**WHEREAS**, the cost of a workshop session is \$3,000 for up to 100 City employees and elected officials, which is a reasonable investment in the professional development of City staff and officials; and

**WHEREAS**, the Human Resources Department will promote the workshop and will allow up to 100 City employees and/or elected officials to sign up to participate, on a first come, first served basis.

**NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA**, that the Mayor and City Commission hereby direct the Administration to retain Powerhouse Workshops & Consulting, LLC to conduct a workshop, at a cost of \$3,000, for up to 100 City employees and elected officials (on a first come, first served basis) that will focus on strategies to control anger, to change mindsets to achieve positive attitudes, and to resolve conflicts without hostile verbal

attacks; and further, directing the Administration to identify funding in the FY 2024 budget to cover this expenditure.

**PASSED** and **ADOPTED** this \_\_\_\_ day of \_\_\_\_\_, 2024.


**ATTEST:**

\_\_\_\_\_  
Steven Meiner, Mayor

\_\_\_\_\_  
Rafael E. Granado, City Clerk

(sponsored by Vice Mayor Laura Dominguez)

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

  
\_\_\_\_\_  
City Attorney

7/16/2024  
Date

**Exhibit A**  
Lesson Plan Cover Sheet  
POWERHOUSE Workshops & Consulting, LLC

Workshop: Behavior Management Workshop

Topic: Proven nonviolence methodology and techniques to control the emotion of anger, change our mental mindsets to positively change our lives, and how to solve conflicts without resorting to violence

Target Audience: Law Enforcement Officials, non-sworn staff, government employees & corporate personnel.

Length: 2 Hours

Goals: To learn how to handle the emotion of anger proactively by making lifestyles changes and applying intervention methodologies & key techniques that will diffuse this emotion, and consequently, turn hostility into harmony. To learn key strategies of how to solve conflicts without resorting to violence by applying the nonviolent communications FORMULA and learn how to effectuate positive change with win-win results. To utilize this workshop as a tool to better respond when individuals recognize bouts of anger, anxiety, PTSD, and depression.

Performance Objectives: At the conclusion of this course, the participants will successfully:

1. Define anger and its many faces.
2. Evaluate the reasons why anger can be a good thing.
3. Identify toxic/excessive anger and non-toxic anger.
4. List the various determinants that may make you a candidate for toxic anger behavior.
5. State three main ways of looking at the world that tend to facilitate anger.
6. Analyze how anger robs your energy.
7. State how anger affects your health and well-being.
8. Assess why a good night sleep is important.
9. Name the contributors to a restless night.
10. Define stress.
11. Categorize the sources of stress - major and minor.
12. Verbalize the four deadly stress C's.
13. Change catastrophes into opportunities
14. Indicate coping skills for dealing with stress and anger - ways that work and ways that don't.
15. Illustrate how anger management plays a role at work.
16. Choose to express yourself using feeling/cause language to fulfill our unmet needs & STOP hostile self-talk, (replace with positive self-talk) at work, home, and in all environments.
17. Specify ways to keep your cool and gain a new perspective.
18. State the role forgiveness plays in freeing yourself from anger.

Learning Aids, Equipment and Materials:

1. Computer with PowerPoint program; projector and screen
2. Post Evaluations