

# 2018 Legislative Service Agency & Research Directors Committee Meeting

The CSG West Legislative Service Agency & Research Directors Committee (LSA/RD) annual seminar provides nonpartisan legislative staff leaders from the western states the opportunity to gather, share best practices, and advance their skills through professional development sessions. Members of the LSA/RD Committee met for their annual training seminar in Colorado Springs, Colorado from September 25-27. The meeting was led by LSA/RD Committee Chair, Charlotte Carter-Yamauchi, Director of the Hawaii Legislative Reference Bureau, and Vice Chair, Rick Combs, Director of the Nevada Legislative Counsel Bureau.

With a focus on learning from one another through the sharing of best practices, the committee spent considerable time reviewing information related to legislator orientation programs, anti-harassment policies, interim committees, ways to improve employee performance, and protocols related to public record requests. Members presented information on how their states' currently address these topic areas and invited questions from others. Ensuing conversation led to a rich discussion of lessons learned.

Members also participated in professional skills trainings. Mark Quiner, certified TRACOM SOCIAL STYLE and Versatility Facilitator, hosted an interactive session on understanding social styles focused on how individuals are perceived by others, and how to work with diverse social styles. Additional training was provided by Dr. Danny Miller of New Heights Learning engaging members in a review of conflict styles and how they impact interpersonal interactions. After a quick assessment to identify personal styles, Dr. Miller reviewed methods to navigate conflict, emphasizing that while managed conflict is healthy-mismanagement leads to dysfunction.

The LSA/RD Committee meeting rotates annually among the thirteen Western states and will be held in New Mexico in 2019.



**West**

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