

**THE HEART OF CUYAHOGA COUNTY**

**6800 Brecksville Road  
Independence, Ohio 44131  
216.524.4131**



**MEMORANDUM**

To: Mayor Gregory P. Kurtz  
Members of Council

From: Finance Director Vernon Blaze

Date: Wednesday, July 3, 2024

Re: Finance Office and Related Topic Updates

**Leadership/Teamwork Lessons from the 2024 NBA Champions Boston Celtics**

Organizations, teams, groups, etc., function the best when all members are working in unison instead of against each other. But oftentimes that's easier said than done!

Some quotes from a recent *Wall Street Journal* article on how the 2024 NBA Champions Boston Celtics achieve that "working in unison" dynamic:

- Among NBA coaches, Joe Mazzulla has always been an outlier. Celtics players have to get used to certain peculiarities from their head coach, who has been known to walk around the team facilities barefoot and speaks in a hyper focused monotone.
- "Everybody on the team works to impact the game differently every single night."

## Leadership/Teamwork Lessons from the 2024 NBA Champions Boston Celtics

- *“It’s about the connectivity required, how all the pieces are doing their role. How it can just look beautiful and flow. It was really about working together and trying to bring the enemy to a standstill.”*
- Boston doesn’t boast the best player in the Finals, but it unquestionably has the most cohesive roster, with each player working in brutally efficient harmony on both ends of the court.
- *“It’s not any one person doing it all. It’s all five, connected together.”*

Some excellent take-aways there that can be applied to each department and each “team” within each department here at the City.

### Statistic to Be Aware of as Employers and Managers

According to the Society for Human Resource Management (SHRM):

- *“43% of Millennials and 78% of Generation Z plan to leave their job within the next two years.”*

If those two statistics are even close to being true, employee retention methods at organizations nationwide need to be evaluated for their effectiveness.

Otherwise, the projected high employee turnover rate could cause organizations to have to focus more on new employee onboarding and getting them “up to speed” on organizational dynamics vs. being hyper focused (Borrowing those two words from the Boston Celtics piece!) on fulfilling organizational missions and visions.

**Happy Independence Day!!**

