

ONEIDA COUNTY MANAGEMENT ANALYSIS CASE STUDY

BACKGROUND

Oneida County is a rural Northern Wisconsin county with a population of approximately 40,000 residents. The county is a destination for both forestry and tourism. Oneida County has the second largest number of lakes in the state. The county follows the Administrative Coordinator form of government presently and wanted to further explore the County Administrator model.

Our consulting team worked with Oneida County Supervisors and department heads to develop a SWOT analysis and identify process and human capital solutions to enhance county efficiency. Two alternative organizational models were developed for Oneida County leadership to evaluate.

THE DELIVERABLES

Our firm worked with Oneida County to complete the following exercises:

1. Complete one-on-one interviews with all stakeholders.
2. Develop a comprehensive organizational SWOT analysis.
3. Evaluate process and human capital solutions across two workshops.
4. Develop and evaluate organizational chart changes under two different management models.

CLIENT CONSIDERATIONS

It was important for our client that we meet their unique regional and organizational culture considerations in our final recommendations:

1. Management model changes should have a conservative impact on the annual Oneida County budget.
2. Department Heads should maintain autonomy in their departmental management, but a management model change should help find efficiencies.
3. A high level of democratic representation for townships at the Supervisor level is important, but mechanisms that increase elected official knowledge and effectiveness are welcomed.

CLIENT TESTIMONIAL

"Allyson Brunette Consulting has presented a welcome 360 degree view of Oneida County's Strengths, Weaknesses, Opportunities, and Threats to our operation. Her ability to summarize the candid opinions of ALL the Board members and County management gave us a unique perspective that would not have been available to us without her professional skills in interviewing, contextualizing, and leading us in prioritizing our unique needs."

- Linnaea Newman, Oneida County Supervisor



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