



COACHING
PROGRAM 2015

*Today's talent,
tomorrow's leaders*

www.cal-icma.org/coaching

How the Cal-ICMA Coaching Program Can Benefit You!



Emerging Leaders

- Super-Charge Your Career
- Learn Skills and Strategies to Help You Succeed
- Keep Track of Trends in Local Government Management
- Develop a Network of Senior Managers

Senior Managers

- Learn While Mentoring Up-and-Comers
- Create a Legacy of Talented, Prepared Leaders
- Maximize Your Organization's Performance in Tough Times
- Initiate a Low-Cost Strategy for Staff Development

2015 Coaching Webinars

Get the most from these 90-minute sessions — **FREE**
All sessions are listed in Pacific Time (PT).

Developing Effective Relationships with Elected Officials

10-11:30 a.m. PT, Thursday, March 5

Best Practices in Strategic Planning and Action

(cosponsored with CSMFO)

1-2:30 p.m. PT, Wednesday, April 1

Moving from Conflict to Civility and Problem Solving

10-11:30 a.m. PT, Thursday, May 14

Engaging Employees Effectively

(cosponsored with CSMFO)

1-2:30 p.m. PT, Wednesday, September 16

Serving Diverse Populations Successfully

1-2:30 p.m. PT, Wednesday, October 21

Best Practices for Managing Social Media & Gossip

10-11:30 a.m. PT, Thursday, November 5

1. Subscribe to email list for notices with webinar details.

This is best way to get the registration details about webinars delivered to you as soon as they are available. Subscribe to the list at www.cal-icma.org/coachingList.

2. Register in advance for each webinar.

There is no charge for participating in the webinars, but each requires its own advance registration. Links to register for each webinar are available now at www.cal-icma.org/coaching. After registration for a webinar, you'll receive full details about log-in procedures and listening options.

3. Organize a group to participate in each webinar.

This is great way to share the learning experience and discuss opportunities to apply the information to your agency.

4. Ask questions and participate.

In advance: submit questions via email to Don Maruska, Director of the Cal-ICMA Coaching Program, at cal-icma@DonMaruska.com.

During the webinar: use the webinar "Question" tool. As webinar moderator, Don Maruska will pose the questions anonymously on your behalf. We also invite you to participate in the online polls that gather audience members' insights.

5. Access the presentations, video recordings, and polling results.

About 24 hours after a webinar, a digital recording and the presentation and audience polling results will be available at the "Agendas & Archives" tab of www.cal-icma.org/coaching.

6. Discuss the results.

Many agencies are arranging groups to listen to the webinars (live or via recording) and have discussions afterwards about application of the ideas to their specific organizations. Each webinar has suggested post-webinar group discussion questions in the Agenda notice.

7. Missed a live webinar?

Don't worry!

All webinars are archived for on-demand viewing or download in mp4 format for individual or group viewing at your convenience. The presentations are saved at "Agendas & Archives" tab of www.cal-icma.org/coaching compliments of Granicus, an ICMA strategic partner. You also can subscribe to podcasts to listen while you are on the go.

Find us on...



One-to-One Coaching Matches



Volunteer coaches include chief executives, department directors and other senior managers. Review the profiles of the coaches listed on the “Coaches Gallery” and find the right match to help you succeed and advance.

After selecting a coach, all you have to do is email the coach and schedule a face-to-face meeting or telephone call. It can be a one-time, periodic or ongoing relationship. It’s easy and free.

To begin, just go to www.cal-icma.org/coaching and click on the “Coaches Gallery” link.

Credentialed Government Leader Program

The Credentialed Government Leader (CGL) Program develops one’s skills and self-awareness. CGL is targeted for analysts, mid-managers, and other emerging leaders who have at least 3 years experience in a public agency. Participants complete an assessment of their current skills and are provided a mentor who helps the participant develop an education plan. The credential requires completion of eight pre-approved training courses. For more info, go to www.mmanc.org/cgl or www.mmasc.org/cgl.

Local Area Networking and Speed Coaching Events

In conjunction with Municipal Management Associations of Northern and Southern California, Area Manager



Groups will host a networking and coaching event in your area. Immediately expand your network and meet senior managers ready to help you

advance. Check with your City or County Manager about how to participate in this opportunity. Area Manager Groups that wish assistance in organizing a Speed Coaching event may contact president@mmanc.org (in Northern California) or president@mmasc.org (in Southern California).

CSAC Institute for Excellence in County Government



The CSAC Institute is a continuing education program for county senior executives and other managers as well as elected officials. Courses focus on a range of best practices, key leadership competencies and policy areas identified by the International City/County Management Association (ICMA). Courses fulfill requirements for the ICMA Credential. County executives can also earn the designation as a “California Credentialed Senior Executive.” The Institute also provides a new executive Masters of Public Administration degree in partnership with CSU-Northridge. For info, visit www.csacinstitute.org.

Women Leading Government

Women Leading Government (WLG) offers a series of educational, coaching and networking events for aspiring women leaders as well as support for women in senior management. Join the



Municipal Management Association of Northern California (MMANC) and WLG in Spring 2015, in San Jose, for the 9th annual Women’s Leadership Summit. Hear inspirational speakers, meet female local government executives, network and ignite your passion!



Watch for announcements at www.mmanc.org or www.icma.org/wlg.

Career Compass

The Coaching Program offers a series of “Career Compass” articles. Written by ICMA Liaison for Next Generation Initiatives, Dr. Frank Benest, these columns will help you navigate the course to a successful government career. Recent topics include:

- “Your Staff Meetings Don’t Have To Be Dreary”
- “The Courage To Do the Right Thing”
- “The Post-Heroic Leader”

To view all the columns, visit the Cal-ICMA website at: www.cal-icma.org/coaching and click on “Coaching Programs & Resources.” To suggest topics for future columns, contact Frank at frank@frankbenest.com.

www.cal-icma.org/coaching

Today’s talent, tomorrow’s leaders

New and Future City Managers Seminar California City Management Foundation (CCMF)

November 2015, Northern California

(Specific dates and location to be determined)

This is an intensive weekend workshop led by five city managers. The event is structured to encourage in-depth discussions on critical topics identified by the senior manager instructors and participants as well as networking among the participants. Assistant city managers,



assistants to city managers, and department heads who are within two years of applying for a city manager position are strongly encouraged to apply.

For more information, please visit the CCMF website at www.cacitymanagers.org.

City/County Managers in University Residence Program

A number of universities in California have requested a City/County Manager to “reside” for 3-5 days on campus. During the residency, Managers will give in-class presentations, meet with students and faculty, and promote local government careers. To participate, City/County Managers or Department Directors should contact Frank Benest at frank@frankbenest.com.

ICMA Student Chapters

To “hook” university students on local government careers, several California universities are establishing ICMA Student Chapters. To serve as a Mentor/Advisor for a Student Chapter near you, contact Frank Benest at frank@frankbenest.com.

To receive automatic email notices
for each webinar, register at:
www.cal-icma.org/coachinglist.

Find us on...



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California Special Districts Association

Special District Coaching Program

In partnership with Cal-ICMA, the California Special Districts Association (CSDA) has created a new “Coaches Gallery” located within the Career Center of the CSDA website. Emerging special district leaders can view profiles of senior managers and request a match for one-on-one periodic or on-going mentoring. Visit www.csdanet.net to get started.

“So You Want to Be a General Manager?” Workshop

Senior executives and emerging leaders in special districts are invited to participate in the “So You Want to Be a General Manager?” workshop. Sponsored in part by the Special District Leadership Foundation (SDLF), this career development workshop will be held twice in 2015—on July 12, prior to the General Manager Leadership Summit in Newport Beach and on September 21, prior to the CSDA Annual Conference & Exhibitor Showcase in Monterey.

For more information about CSDA coaching activities, contact Professional Development Director Megan Hemming at meganh@cgsa.net.

International Hispanic Network

Padrinos/Madrinas Program

Sponsored by the International Hispanic Network (IHN), the Padrinos/Madrinas Coaching Program builds on the Padrinos/Madrinas tradition in Hispanic/Latino culture. Padrinos and Madrinras are an extension of family and provide a strong support system for family members. Extending this concept to the professional realm, the IHN Padrinos/Madrinas Program creates the same support system for Hispanic/Latino emerging leaders working in local government.

The IHN Padrinos/Madrinas are seasoned Latino leaders in local government who are committed to assisting emerging leaders serving diverse populations. These one-to-one coaches are available without charge in order to offer career advancement strategies, assist in addressing local challenges when serving Hispanic/Latino communities, and/or share their experience and expertise on specific issues.

To access a Padrino or Madrina, simply:

1. GO to the IHN Website at www.ihnonline.org.
2. REVIEW the Coaches Profiles located on the Padrinos/Madrinas Coaching Program Button or under the Resources dropdown menu.
3. SELECT 1, 2 or 3 coaches.
4. CONTACT a Padrino or Madrina by email or phone.

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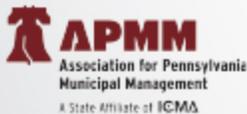
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