

# THE ADMINISTRATOR

A PUBLICATION OF THE N.C. CITY & COUNTY MANAGEMENT ASSOCIATION

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## WINTER SEMINAR IS RIGHT AROUND THE CORNER

**The 2016 N.C. City & County Management Association (NCCCMA) Winter Seminar** is right around the corner! This year's seminar will be held February 3-5, 2016. This event will once again be held at the Sheraton Imperial Hotel & Convention Center in Durham/Durham County (4700 Emperor Blvd.).

For a full slate of concurrent sessions, speakers and events, please go to [www.ncmanagers.org](http://www.ncmanagers.org) and click on "Events." In addition, NCCCMA is once again offering a mobile app that will provide seminar-goers with everything you need to keep up with the agenda and materials. (There will once again be NO printed handout materials for the Winter Seminar.)

The NCCCMA Event app can be downloaded from the Apple App Store or the Google Play Store (for Android) by searching "NCCCMA Event." The app contains the full schedule, speaker

information, vendor information, hotel floor map and more! You can customize the schedule on the "My Schedule" tab with the sessions that you would like to attend. There will be a printed one-page summary agenda at the conference for your reference. All other material will be available on the NCCCMA Event app and also posted online at [www.ncmanagers.org](http://www.ncmanagers.org) following the seminar.

Among the highlights of the seminar are the Pre-Conference Workshops, slated for 9 a.m.-12:30 p.m. on Wednesday, February 3. One is called ICMA: Leadership Skills for Managing Wicked Problems. This interactive workshop will teach proven leadership skills for building the collaborative and action-focused initiatives that are essential for managing wicked problems (complex, interdependent, lacking clear definition, with multiple stakeholders) in local

communities.

The other Pre-Conference Workshop is called: Performance Management Wars: The Workforce Awakens. In this workshop, experts will teach how to manage both strategic and operational outcomes using real life examples, a range of scalable technology solutions, and practical steps to create or improve how you organize and manage operations and projects.

Other highlights include a keynote address by Robert J. O'Neill, executive director of the International City & County Management Association (ICMA) on Wednesday; MPA alumni breakfasts on Thursday, February 4; and a host of concurrent sessions throughout the entire seminar. Friday, February 5 will conclude the seminar with legislative updates from the N.C. Association of County Commissioners and the N.C. League of Municipalities.

## THE ADMINISTRATOR

*The Administrator* is a monthly newsletter of the North Carolina City and County Management Association, a professional association for city and county managers and assistant managers from counties and municipalities throughout the state of North Carolina.

For comments or suggestions, please contact Matt Lail, editor, at 919-819-3979, or email at [collards12@yahoo.com](mailto:collards12@yahoo.com).

## UPCOMING EVENTS

### 2016 NCCCMA Winter Seminar

Sheraton RTP

February 3-5, 2016

### 2016 NCCCMA Summer Seminar

Renaissance Hotel, Asheville

June 23-25, 2016

### 2017 NCCCMA Summer Seminar

Embassy Suites Concord Golf

Resort & Spa, Concord

June 21-24, 2017

## MPA SCHOLARSHIP RECIPIENTS TO BE RECOGNIZED AT WINTER SEMINAR

**One of the most** important roles that the N.C. City & County Management Association (NCCCMA) plays is its impact on encouraging and nurturing the future city and county managers, administrators and assistants.

For many years, the NCCCMA has shown this support with the recognition of annual scholarship recipients from each of the public state universities that have Master's of Public Administration (MPA) programs.

This year's group of well-deserving scholarship recipients will be recognized during the upcoming 2016 NCCCMA Winter Seminar, which will be held Feb. 3-5 at the Sheraton Imperial in Durham/Durham County.

The scholarship winners for 2015-16 are:

**Sarah Harris**  
Appalachian State University  
*Matt W. Williamson*  
*Scholarship*

**Haley Thore**  
East Carolina University  
*Donald B. Hayman*  
*Scholarship*

**Warren Clayton**  
NC Central University  
*Gordon Whitaker*  
*Scholarship*

**Mary Rudisill**  
NC State University  
*John "Jack" Vogt*  
*Scholarship*

**Stephanie Watkins-Cruz**  
UNC-Chapel Hill  
*John Milton Gold*  
*Scholarship*

**William Crabtree**  
UNC-Charlotte  
*Albert & Gladys Coates*  
*Scholarship*

**Joseph Furstenberg**  
UNC-Greensboro  
*Marvin Hoffman*  
*Scholarship*

**Andrew Jaspers**  
UNC-Pembroke  
*NCCCMA MPA Scholarship*

**Kevin Lackey**  
UNC-Wilmington  
*NCCCMA MPA Scholarship*

**Heather Britt**  
Western Carolina University  
*Jake Wicker Scholarship*

## O'NEILL: WHAT MY MENTORS (INCLUDING N.C.'S WHITE) HAVE TAUGHT ME

**Note:** *ICMA Executive Director Bob O'Neill is retiring later this year. Here are his thoughts as he reflects on his mentors and those who have influenced him. O'Neill will address attendees at the upcoming NCCCMA Winter Seminar.*

**As I enter my final** year at ICMA, I have been thinking about the people who have had a profound impact on my career. Like most of us, I have been lucky to have several people who saw potential in me well before I saw it in myself.

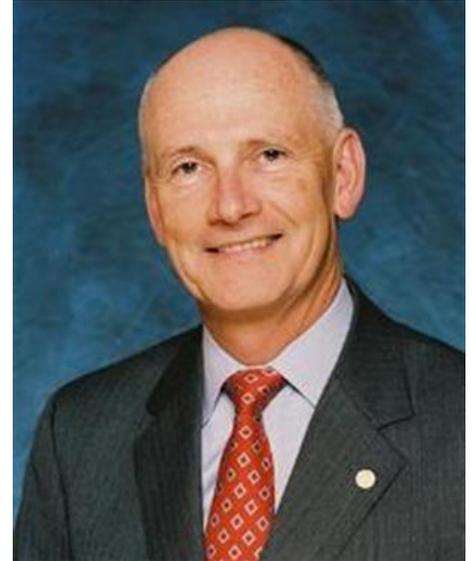
As an undergraduate, I interned with the city of Hampton, Virginia, my hometown. Mayor Ann Kilgore and Assistant City Manager Wendell White (later city manager of Hampton and of Charlotte, North Carolina) provided me with so many opportunities to explore and learn. Mayor Kilgore invited me join her as she represented the city with the National League of Cities, US Conference of Mayors, and the Virginia Municipal League.

Wendell gave me more opportunities than a person of my experience deserved. I had the

opportunity to work on policy, lead some public employment programs, and participate fully as a member of the manager's office. It was an experience that got me hooked on local government.

When I was appointed city manager of Hampton in 1984, I had the privilege to work with one of the best leaders and elected officials I have ever seen. Mayor Jimmy Eason was mayor for my entire 13 years as manager in Hampton. He encouraged all of us think big, be creative, and never "just settle." Every week we met and he never left our meeting without challenging me to be better tomorrow. A priceless gift.

Finally, I have a group of peers that have helped ground me my entire professional life. Bob Matson (director of Leadership Development at the Cooper Center at UVA ), Jim Oliver (former city manager of James City County, Norfolk, Portsmouth, and Hampton), Chuck Church (former city manager of Lynchburg), Cole Hendrix (former city manager of



Charlottesville), Bob Herbert (former city manager of Roanoke), and Tony Gardner (former county manager of Arlington County and now director of Leadership Development at the Cooper Center) have always been there to celebrate the good times, support me in the bad times, and most importantly, challenge me to make a positive difference everywhere I have been.

Most of us have had someone who pushed us to be better and supported us throughout our career. This is a great month to say thanks and then pay it forward.