

THE ADMINISTRATOR

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HELP WHEN YOU NEED IT MOST

More and more, employers are using coaching as a professional development tool to help make learning stick. Many local government managers may have experienced coaching in one form or another or seen a recent ICMA SmartBrief that describes coaching as “the reinforcement” that cements change.

In mid-2017, the N.C. City & County Management Association (NCCCMA) and UNC’s School of Government established a “Coaching for Change” program to pilot the benefits of coaching in the public sector. The program was designed originally to help managers who recently lost their jobs, or those “in transition.”

Yet there are many pivotal points of transition or change in a member’s life – such as the start of a new job or the restructuring of a current position – where professionals can benefit from the support of a coach.

The “Coaching for Change” program provides up to 10 hours of results-based career counseling from professionally trained coaches with expertise in North Carolina government agencies. One-on-one conversations with a coach can help transitioning managers gain clarity about:

- What happened to cause their transition?
- What have I learned from my past managerial experience?
- What am I concerned about or need help with?
- What skills would be helpful in my next role?
- Where do I want to go?
- How do I get there?

No matter the transition, NCCCMA can provide the tools to help you advance through it. Members can begin the program by meeting with prospective coaches, establishing a

good fit, and setting benchmarks for success. Through confidential inquiry and evaluation, coaches can put transitioning managers back on track.

Job transition can be outside a manager’s control. How you respond it up to you. Take the first step with support from a focused professional.

To learn more about coaching through this program or in general, please read the program flyer/talking points (also attached), visit the [webpage](#), or call Lydian Altman at 919-962-0103.

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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.

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UPCOMING EVENTS

2019 NCCCMA Winter Seminar

M.C. Benton Convention Center
Winston-Salem
February 6-8, 2019

2019 NCCCMA Summer Seminar

The Ballast Hotel, Wilmington
June 27-29, 2019

2020 NCCCMA Winter Seminar

M.C. Benton Convention Center
Winston-Salem
February 2-4, 2020

NOMINATIONS OPEN FOR ICMA LOCAL GOVERNMENT EXCELLENCE AWARDS

The International City/County Management Association (ICMA) highlights outstanding contributions to the local government management profession through its annual [Local Government Excellence Awards Program](#). This program enables local government professionals and local government programs to receive recognition.

Professional Awards are presented to individuals for:

- Career excellence
- Development of new talent
- Excellence in leadership as an assistant (regardless of title)
- Early career leadership
- Academic contributions to the profession.

Outstanding Local Government Programs are recognized in these areas:

- Community Diversity and Inclusion
- Community Health and Safety
- Community Partnerships
- Community Sustainability
- Strategic Leadership and Governance.

Nominations are accepted from both U.S. and International jurisdictions. Program nominations are divided by jurisdiction size. Communities with a population of 10,000 or less are strongly encouraged to apply. Students are encouraged to nominate a professor for the Academic Award.

Submit your nomination online!

Take a moment to consider which of your colleagues has made a significant difference in their community or to the profession; or has your community implemented an innovative or successful program you would like to nominate? Visit the [website](#) for details and instructions. Then submit your nomination(s) online by March 4, 2019.

Recognition

Award recipients will be recognized during [ICMA's 105th Annual Conference](#) in Nashville, Tennessee, October 20-23, 2019, highlighted online, and featured in a special awards issue of ICMA's *PM* magazine.

WINTER SEMINAR PROGRAM UPDATES

As a reminder, registration is now open for the 2019 N.C. City & County Management Association (NCCMA) Winter Seminar, which will be held in Winston-Salem. This year's seminar will take place February 6-8, 2019, at the M.C. Benton Convention Center in Winston-Salem.

There have been a couple of updates to the agenda since the last issue of *The Administrator*.

When the Battle over Confederate Statues Lands on Your Doorstep – Twice.

Wednesday, February 6 – 3:45 p.m.

Maurice Jones, Chapel Hill Town Manager and former City Manager in Charlottesville, Virginia, will provide insight on the challenges of managing a municipality when communities confront the legacy of the Confederacy and the monuments erected to highlight that history.

Management is a Marathon

Friday, February 8 – 8:15 a.m.

This session from Matt Jones is designed to fire up and inspire leaders in local government to achieve greater victories in their communities. Matt accomplishes this through

telling his "against all odds" story of conquering cancer three times, running marathons around the world, and research from his book "Leadership is a Marathon."

As mentioned previously, the Winter Seminar will kick off with a preconference workshop presented by the International City/County Management Association (ICMA). This workshop is titled, "Moving Your Organization Toward Higher Performance." This workshop will challenge you to think differently about how your organization can work. This workshop will be led by Brian Bosshardt, city manager of Bedford, Texas.

Once again, the Winter Seminar will offer up a host of educational and networking opportunities in Winston-Salem. Concurrent session topics will address subjects such as: pay, challenging community issues, affordable housing, human trafficking, economic development, suicide prevention for first responders, and more.

Several mobile workshops will offer attendees the chance to get "out and about" and see some of the good

things going on in Winston-Salem and surrounding areas. Workshops will take attendees to the Wake Forest Innovation Quarter and Union Station; and a tour of the joint Forensic Services department of the City of Winston-Salem and Forsyth County Department. Other (non-mobile) workshops will touch on "speed networking" for MPA screenings, and yet another will feature a showing of the documentary, "All the Queen's Horses," which investigates the largest municipal embezzlement in U.S. history. After the film, there will be a discussion of lessons learned from the case.

There is still time to register by visiting <https://www.sog.unc.edu/courses/nc-city-and-county-management-seminar>.

And stay up to speed with the most current seminar info with the Winter Seminar app. You may view the conference app from any Microsoft device (smartphone or tablet) or computer by clicking using the following link: www.NCCMAEvent.org