



MLGMA

<http://www.mlgma.org>

MICHIGAN LOCAL GOVERNMENT MANAGEMENT ASSOCIATION

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The Manager

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Doing the Right Thing the Right Way—What a Great Idea

By Al Vanderberg, Assistant County Administrator, Kent; Chair, Winter Institute Planning Committee

Local government managers are continually faced with myriad difficult problems and issues. Wouldn't it be great if the best solution was always chosen and implemented first? This ideal will probably never be realized. However, through participation in professional development and training programs we try to increase the probability that we will be able to deal with issues in an increasingly efficient and effective manner. The goal of the 2002 Winter Institute Planning Committee is to provide a program that will add tools to the manager's toolbox and increase the probability that participants will be able to do things right the first time when dealing with challenges.

The 2002 Winter Institute will be held Tuesday, Jan. 29, through Friday, Feb. 1, at the Soaring Eagle Casino and Resort in Mt. Pleasant.

Recent Winter Institute committees have done a great job of organizing completely different approaches to the event. This year's Committee reviewed anecdotal comments from past surveys and focused on combining a number of learning methods for the 2002 Winter Institute. With the diversity of organizational types and sizes within the MLGMA, the Committee

realized there are many different expectations for the Winter Institute.

The Institute will begin with a pre-conference ICMA University Session on the afternoon of Tuesday, January 29, entitled "Expand Your Leadership Style—Expand Your Effectiveness." The presenter will be Felicia Logan, Director of Professional Development for ICMA.

The early-bird reception will feature a contest to match baby photos of MLGMA Board and Winter Institute Planning Committee members to their current likeness. The winner will receive a complimentary one-night stay and show for two at the Soaring Eagle Casino & Resort.

Charles "Chic" Thompson is the keynote speaker for the Institute. Mr. Thompson is a nationally renowned creativity expert. Several MLGMA members have heard him present at the University of Virginia Senior Executive Institute.

Today, asking the right questions is the best path toward finding answers to our unique challenges. The keynote session will rekindle your curiosity about problem solving and help you think creatively to reveal needed solutions.

The Thursday morning general session will feature Mr. Joe Girard, the world's greatest retail salesperson as

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President's Message

by Daryl J. Delabbio, Administrator/Controller,
Kent County

The year is fast winding down and it's been a most interesting and challenging one on many levels. The events of September 11 are still fresh in our minds, and I've had the opportunity—as I'm sure many of you have—to reflect on how our lives have been affected and forever changed. Like you, I applaud the spirit of our citizens and organizations who have filled blood banks, fed and transported stranded travelers, and held prayer vigils for the victims, their families, and our nation's leaders.

Many of us have, and continue to experience, feelings of sadness, fear, and anger. It is, however, gratifying to see everyone extending their compassion and support to those who have been affected by this tragedy.

It is also gratifying to see a renewed spirit of patriotism and expression of love for our country! As public servants—those entrusted to serve the public—we are in a unique place in our history, and have responsibilities, some of which aren't even known at this time, that must be met.

DEADLINE

MLGMA members are encouraged to submit articles for publication in *The Manager*. The next issue is scheduled for March 2002. All copy should be submitted to the editor, Sue Lee, [leeford598@aol.com] by February 15, 2002.

Since this is my last “message” as President, I would like to take an opportunity to do a couple of things. First, I would like to congratulate some of our members for honors received this past year. Two individuals, **Dan Fitzpatrick** (Oak Park City Manager) and **Steve Powers** (Marquette County Administrator) were honored by ICMA at the Annual Conference in Salt Lake City.

Dan and Oak Park received the Program Excellence Award for Innovations in Local Government (for populations under 50,000) and Steve and Marquette County received the Award for Programs for the Disadvantaged in memory of Carolyn Keene (for populations over 50,000). Congratulations to both gentlemen and their respective communities.

Several of our members were elected to the Michigan Municipal League Board of Trustees. **Tom Markus** (Birmingham City Manager) and **Spencer Nebel** (Sault Ste. Marie City Manager) joined **Kurt Kimball** (City Manager of Grand Rapids), **Patricia Killingbeck** (AuGres City Manager), and **Jim Leidlein** (Harper Woods City Manager) to continue to represent the interests of appointed officials on the MML Board. We should be proud of our strong relationship with the League, which is envied by other state associations and leagues. In addition, at this year's convention, Alma City Manager **Doug Thomas** was presented a Special Award of Merit for his years of service to the League and to our profession!

Second, I would like to thank the chairs of the various standing

committees for all of their hard work and time expended on behalf of the MLGMA. Those individuals include **Maurice Evans** (Marshall), Awards and Recognition; **Michael Young** (Rockford), Community Education; **Bob Hamilton** (Monroe), Ethics; **George Brown** (Adrian), Managers in Transition; **Ted Staton** (East Lansing), Member Support Services; **Doug Thomas** (Alma), Nominating and Public Policy Committees; **Pete Stalker** (Cadillac), Professional Development Committee; **Mike Freer** (Roscommon), Small Communities; **Ken Krombeen** (Grandville), Summer Workshop Planning; **Jack Duso** (Midland), Web Site Development; and **Al Vanderberg** (Kent County), Winter Institute Planning. Your efforts have been appreciated and made the job of the Board of Directors much easier.

Third, I would like to express my thanks to this year's Board of Directors. You have been a pleasure to work with and the new friendships I have formed mean a great deal to me. I always looked forward to our meetings and the discussions, which were informative and lively!

Finally, I would like to take this opportunity to express my appreciation to all of you for making this year a most rewarding one for me—both personally and professionally. I have been honored to serve as President of the MLGMA and consider it the highlight of my career. Your support has made this year a productive one, and the Association is better because of your service. My heartfelt thanks.

Senior Executive Institute

by Jim Hock, Assistant City Manager,
Oak Park

At some point in your career, you no longer choose public service, but public service chooses you.

This observation was made by Bob Matson, the Director of Leadership Development at the Weldon Cooper Center for Public Service at University of Virginia. This is not a profound revelation for those of us who have been in our profession for many years and are long time members of MLGMA. However, most of us have neither the time nor the opportunity to contemplate how true Watson's simple statement rings as a reflection of our public service career.

We don't set aside the time to ask ourselves what areas of leadership we would like to develop or improve. Nor do we evaluate our values, skills, styles and roles in our individual, family, social and community lives. We don't normally schedule, during a given week or month, time for mental review and inventory of those critical

incidents that make us the persons we are today (for better and for worse). Nor do we set aside certain times during which we seek greater awareness of the positive attributes that make us successful or the negative attributes that prevent us from success.

This past summer I had the fortunate experience of having these opportunities while attending the Senior Executive Institute (SEI). In addition to self-examination, attendees learned about high performance government, emotional intelligence, and the evolving role of the manager, along with ways to link it all together with our city councils.

There were two participants in this year's program from South Africa who really put things into perspective for us all. South Africa is a new national government still in the process of figuring out "how to do it." They have financial resources, but they do not yet have enough people with sufficient knowledge to develop water, sewer, or roads—the basic municipal services we all have that

citizens take for granted. It was quite interesting to hear some of their stories about the developmental process of representative democracy following decades of apartheid.

I am sure that most City Managers or Assistants probably say to themselves, "There is no possible way I could convince my City Council to allow me the two weeks required to attend this program."

SEI offers you the opportunity to leave behind your list of "things to do" and examine where you are personally and professionally, and assess the direction you want to focus upon for the rest of your professional public career. It also provides you with tools and means to implement new ideas and direction for your City Council and administration. When you propose attending SEI in that fashion, it then becomes a training program not just for your personal benefit, but also for the benefit of your entire City.

Pictures of the 2001 SEI class and experience can be viewed at: www.cityofwaynesboro.org/sei/

Winter Institute, *continued from page 1*

attested to by the *Guinness Book of World Records*. Mr. Girard will speak about becoming a more effective manager by selling ourselves first.

Winter Institute participants will have the opportunity to learn two problem-solving techniques, including the Disney storyboarding method and the interest-based bargaining approach developed by Dr. Hal Stack. A later session is scheduled to apply the problem-solving techniques utilizing facilitators who have used these techniques to solve problems in their respective organizations.

In the spirit of the theme, a panel of our own MLGMA experts will discuss great ideas in local management and how these ideas were

used to solve difficult problems. There will also be places on the program where current local government issues will be discussed.

Typical membership breakfasts will be held on Wednesday morning, but a special breakfast is planned for Thursday morning, when Don Stypula will update members on current legislative happenings. Luncheon speakers on Wednesday and Thursday include Mr. Doug Roberts, State Treasurer, who will update the Association on state financial issues, and Mr. David Mora, President of ICMA. Police & Fire Accreditation, Racial Profiling and Ethics will be addressed in concurrent breakout sessions.

The program will end late Friday morning after presentations by Girard Miller, President & CEO, ICMA-RC, and First Lieutenant Marshall Johnson of the Michigan State Police.

Mr. Miller will discuss the status of investments as a result of the general economic slowdown and the impacts of the September 11 terrorist attacks. Lieutenant Johnson will be the featured speaker Friday morning and will talk about anti-terrorism from a Michigan perspective.

I extend my sincere "thanks" to the 2002 Winter Institute Planning Committee for the immense amount of work done this year to provide an intellectually stimulating—yet fun—conference for the membership.

Back page news



Calendar

Regional Managers Groups

BORDER BANDITS

Hillsdale/Branch/Calhoun Counties. *Contact:* Maurice Evans, CM, Marshall.

GENESEE COUNTY

Genesee County—meetings held first Thursday of the month. *Contact:* Michael Senyko, CM, Fenton.

LAKE AREA

Macomb County, parts of St. Clair County and the Grosse Pointe area—lunch meetings held 3rd Thursday, every other month. *Contact:* Brian Vick, AA, Grosse Pointe.

MIDDLE OF THE MITTEN

Lansing metro area—meetings held 1st Thursday of the month. *Contact:* Theodore J. Staton, CM, East Lansing.

MID-MICHIGAN CITY/COUNTY

Upper Central Lower Peninsula. *Contact:* Ken Hibl, CM, Claire.

NORTHERN MICHIGAN L.P.

Meetings held 4th Thursday of the month. *Contact:* George Korthauer, CM, Petoskey.

OAKLAND COUNTY

Meetings held 1st Wednesday of the month, excluding July and August. *Contact:* Steve Brock, CM, Farmington Hills.

SAGINAW COUNTY

Saginaw County—meetings held last Friday of the month. *Contact:* Ron Lee, Saginaw Township Manager.

SOUTHEAST MICHIGAN

Wayne/Washtenaw/Lenawee/Monroe Counties—meetings held 3rd Wednesday of the month. *Contact:* Ed Koryzno, CM, Ypsilanti.

SOUTHWEST MICHIGAN

Berrien/Kalamazoo/St. Joseph/Cass/Van Buren Counties—meetings held 3rd Wednesday of the month. *Contact:* Frank Walsh, CM, St. Joseph.

THUMB NUTS

Thumb area—meetings held three times each year. *Contact:* Charlie Graham, CM, Frankenmuth.

U.P.

Meetings held twice each year. *Contact:* Spencer Nebel, CM, Sault Ste. Marie.

WEST MICHIGAN

Kent/Muskegon/Ottawa Counties; Ludington/Portland areas—lunch meetings held in Grand Rapids, 3rd Wednesday of each month, except July and August. *Contact:* Lee Slaughter, ACM, Muskegon.

Calendar

2002

January

- 14- Michigan Township Association
- 18 Annual Conference
Grand Rapids

January/February

- 29- MLGMA Winter Institute
- 1 Soaring Eagle Resort
Mt. Pleasant

March

- 21 MML Legislative Conference
Lansing

In Memoriam

Robert A. Slone Sr., former city manager of Rochester and Grosse Pointe Park, died of congestive heart failure on September 29, 2001. He was 81.

Mr. Slone began his career in 1947 as the first village manager of Flushing. Two years later he became Rochester's first city manager.

He stayed in Rochester for 10 years and had a park named after him. The former Slone Park is now home to Rochester's city hall.

From 1958 to 1978 he served as the city manager for Grosse Pointe Park. While there, he created hundreds of 50-foot boat wells at Windmill Pointe Park.

Mr. Slone was a range rider and served as president of the Michigan chapter of ICMA in 1965. He also served on the Planning Commissions for Rochester City and Region, Grosse Pointe Park, Elk Rapids, Antrim County and Lake Wales, Florida.

According to his son, Robert Slone Jr., Mr. Slone was very

proud of the fact that he was able to send his four children to college and that they are all working in their fields of study.

Survivors include his wife, Martha Jane; a daughter, Mary Minney; three sons, David, Robert and Charles; eight grandchildren; a great-granddaughter; and a brother, Ray Slone.

Memorials may be made to Jefferson Avenue Presbyterian Church, 8625 E. Jefferson Ave., Detroit, MI 48214.