

It's Good To Be Number Two!

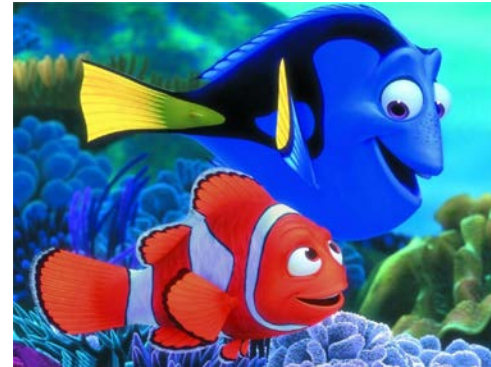


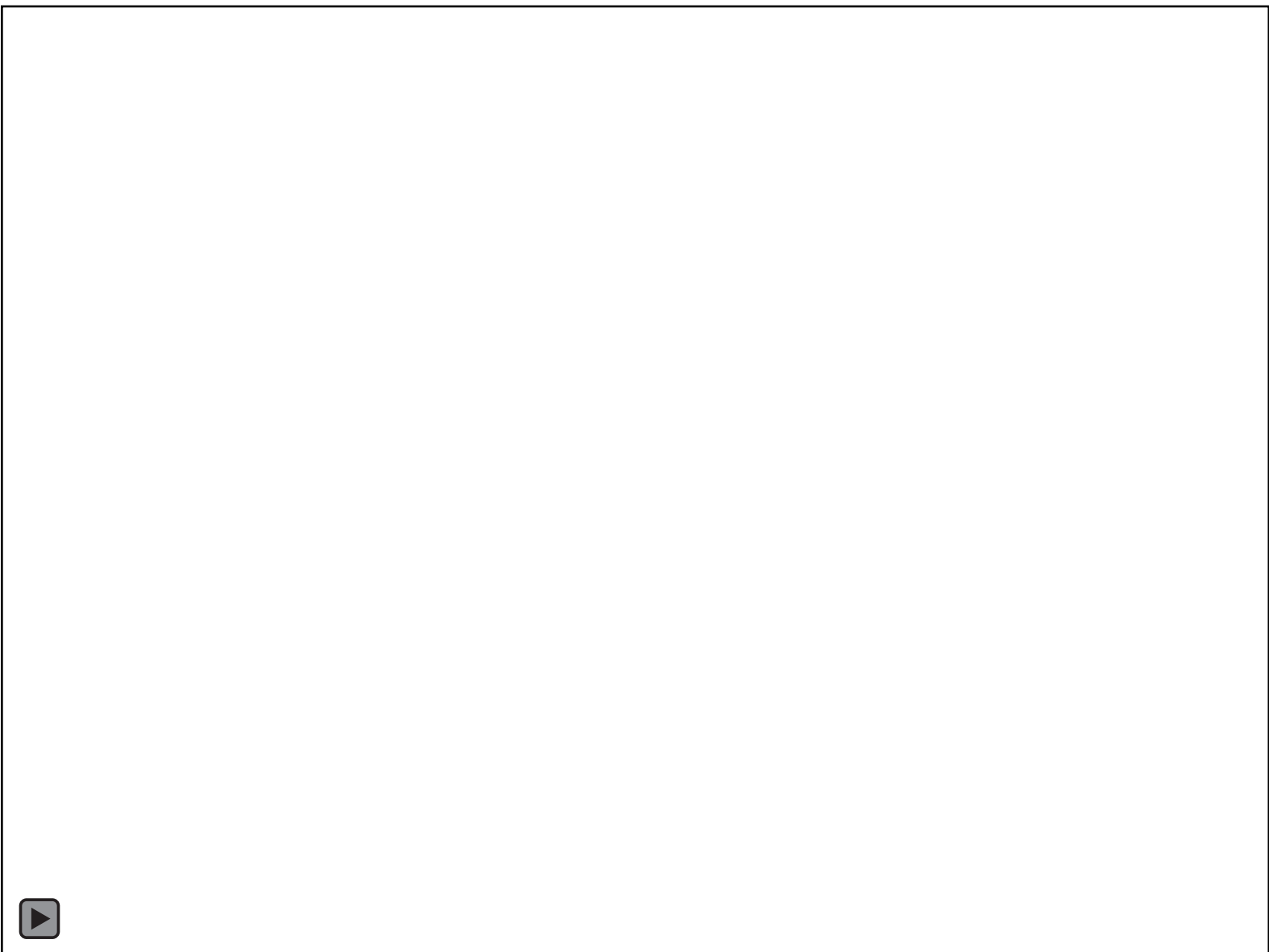
ICMA
99TH ANNUAL CONFERENCE
BOSTON
NEW ENGLAND 
September 22-25, 2013

We're Number Two!



- Why is it so great to be Number 2?
- How did we get here?
- What are the qualities of a great Number 2?







Penny Postoak Ferguson

Deputy County Manager, Johnson County KS

- **Johnson County, KS – ACM & DCM (current)**
- **City of San Antonio – ACM**
- **City of Overland Park, KS – ACM & DCM**
- **Unified Gov. of Wyandotte Co/KCK – Core Manager/Exec. Dir. of Budget & Research**
- **City of Hays, KS – ACM**
- **City of Austin – Budget Analyst & Asst. to ACM**

Sarah Medary

Assistant City Manager, Eugene OR

- Assistant City Manager
- Recreation Services Director
- Natural Resources Manager
- Parks Maintenance Manager
- Landscape and Medians Supervisor
- Engineering Permit Supervisor

Victor Cardenas

Assistant City Manager, Novi MI

- **City of Novi, MI:**
Assistant City Manager 2010-Present
- **Village of Brooklyn, MI:**
Village Manager 2007-2010
- **City of Oak Park, MI:**
Assistant to the City Manager 2005-2007
- **City of Indianapolis, IN**
Intern 2002 – 2004

Skill Set for Number Twos



Penny's Top 5

- Persistence
- Team Player/Relationship Builder
- Delegate and Hold others accountable
- Good role model/Positive
- Flexible/Adaptable



Sarah's Top 5

- Scout, gather and connect
- Teamwork and relationships
- Strategic partner
- Get things done
- Trust and honesty



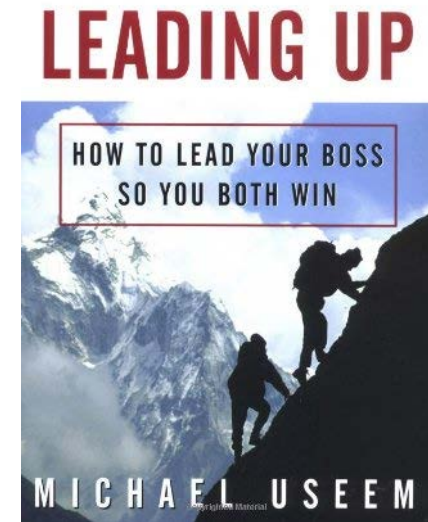
Victor's Top 5

- Be able/willing to take on any project, task or issue
- Know what the Manager is thinking
- Run the staff
- Be present
- At times act as the filter



Karen's Top 5

- Ability to “lead up”
- Tells the truth = faces the brutal facts
- Excellent communication skills
- Relationship builder
- Pick a good boss!



Your Turn!!

- Let's crowdsource!
- **Skills for a Number Two:**
 - Virtual Conference: kepinkos@gmail.com or [@kepinkos](https://twitter.com/kepinkos) on Twitter
- Hey CAOs...we want to hear from you too





- Results will be posted on conference blog, Twitter, email, and Knowledge Network

Questions/Comments?

Additional Information...



ICMA
99TH ANNUAL CONFERENCE
BOSTON
NEW ENGLAND 

September 22-25, 2013