

Is there a pill for that?

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ICMA Conference Presenter



Background

2003-2012

- Assistant City Administrator of Gardner, KS
 - 2003-2011, 2011-2012, and...
 - Community Development Director 2010-2012
 - Interim City Administrator 2011

Rapid Growth Community

2003-2012

- Population Growth
~10,000-19,400+
- Highest percentage
population growth in
Kansas from 2000-
2010



Can it get any uglier

2006-2008

- Then the railroad came to town

- An Email

- Protests

- Petition

- Annexation



It can and did get more ugly

2008-2010

- Deannexation - yes it is a word!
- Grid lock and DA investigations
- Recalls, fist fights and more headlines

The Bottom

2010-2012

- Recession and Layoffs
- Personal health starts to take toll
- Departure of my City Administrator and a great friend
- Fist fight, headlines and more DA investigations
- Fiancé decides to call off the wedding

How to Thrive and Survive in Crisis

Work -Yes there is a pill

- Develop a resilient and cohesive team
- Prioritize work
- Maintain a professional development focus
- Seek advice from friends in the profession

How to Thrive and Survive in Crisis, cont.

Personal - Yes there is a pill

- Prioritize time with family, where you can be you
- Take a vacation and get off the grid, you need it, your staff needs a model!!
- Schedule time with friends outside of work
- Find laughter everyday, something is always funny!
- Find time to zone out with a good book or movie

How to Thrive and Survive in Crisis, cont.

Personal - Yes there is a pill

- Counseling with a professional on a regular schedule basis
- Ensure you are taking time to get to the doctor and monitor your health!!

Thriving Beyond Crisis

Work

- Focus on what will provide resiliency to your organization – continuously be developing your team
- Hire to compliment your weaknesses so you can operate more frequently in areas of your strengths
- Seek other points of view to get a perspective on problems
- The inevitable – let it go!

Thriving Beyond Crisis, cont.

Personal

- Understand your triggers
- If necessary seek counseling again, the shock/trauma does not go away without work to confront what happened
- Know when enough is enough and it is time for you to seek other employment

Questions/Comments?

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SEPTEMBER • 14-17 • 2014

