

Personal Survival After Community Crisis

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ICMA Conference Presenter





Personal Survival After Community Crisis

GOOD PEOPLE DOING BAD



- **Emergency Meeting to Discuss Employment Contract**
 - 6 Hour Public Hearing
 - 500 People Descend on City Hall
 - Local, State and National Media
- **Family Values vs. Work Place Diversity**
- **If Jesus were here Tonight?**

CONFRONTING THE BRUTAL FACTS



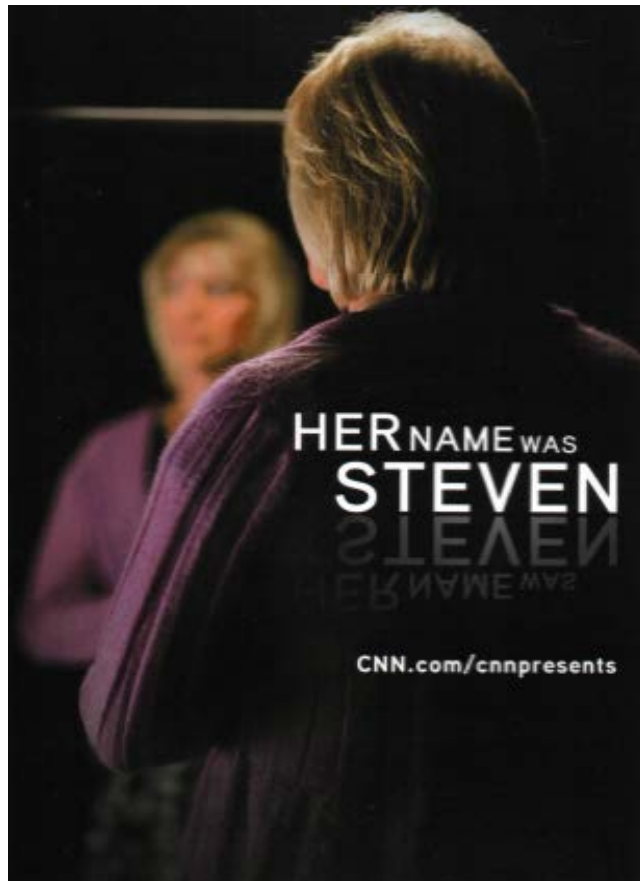
- Breach of Trust
- Shock and Awe - WTF
- Forfeited Right to Lead
- Shattered Professional Network
- ICMA & Diversity
- City Manager Career?

CONFRONTING THE BRUTAL FACTS



- **Gender Discrimination in America is Lawful**
 - 125 Rejections?
 - Who wants the Controversy?
- **Escaping from the Shadow**
- **Outrunning Google**
- **Media Obsessions....**

ACCEPTING RESPONSIBILITY



- Gender Issues are Complex
- Leaders need Followers
- Education vs. Litigation
- Individual vs. Community
- Local vs. Global
- Lead by Example

RETAINING FAITH TO PREVAIL



- **Re-establish Professional Support Network**
- **Don't Isolate Yourself**
- **Don't Internalize Victimhood**
- **Choose ... Not to be Bitter**
- **We all Spend Time "On the Beach"**
- **Keep on ... Keeping On ...**

AFTER THE STORM



- **Public Service is a Privilege**
- **We are all Stronger than we Think**
- **Life is What you Make it**
- **This too Shall Pass**

CRISIS IS TRANSFORMATIONAL



- **For the Individual**
- **For the Leadership**
- **For the Organization**
- **For the Community**

Two roads diverged in a wood, and I –
I took the one less traveled by,
And that has made all the difference.

Robert Frost, *The Road Not Taken*, 1920

Our Journey Continues

Questions/Comments?

Additional Information...

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Mecklenburg County

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