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| **[Capstone Projects](/node/62533)** | | |
| **[Leadership ICMA Class of 2018](file:///\\\\icma\\node\\62533)** | | |
| **[Capstone Project](file:///\\\\icma\\node\\62533)** | **Local Government** | **Description** |
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| [**Leadership ICMA Class of 2017**](file:///\\icma\node\62533) | | |
| **[Capstone Project](file:///\\\\icma\\node\\62533)** | **Local Government** | **Description** |
| [Austin Animal Center Engagement Strategies](https://icma.org/documents/leadership-icma-2017-capstone-report-austin-animal-center-engagement-strategies) | City of Austin TX | The Austin TX team was contracted by the City of Austin to develop community engagement strategies and recommendations for targeted zip codes. These zip codes were chosen due to the disproportionately high number of animals who are brought in to the center from the areas as well as the low number of successful returns to owner rates that occur within them. Team Austin was contracted by the City to develop community engagement strategies and recommendations for the targeted |
| [Child Care Solutions for City of Boulder Employees](https://icma.org/documents/leadership-icma-2017-capstone-report-child-care-solutions-city-boulder-employees) | City of Boulder CO | The City of Boulder engaged Leadership ICMA to conduct an analysis of child care options for the City of Boulder workforce. The purpose of the analysis is to determine employee child care needs, evaluate existing programs and solutions, and identify and evaluate best practices in order to best serve employees’ needs. |
| [Danvers Engagement Playbook](https://icma.org/documents/leadership-icma-2017-capstone-report-danvers-engagement-playbook) | Town of Danvers MA | Why it’s Important: Organizations with a highly engaged workforce “exhibit superior performance, such as lower turnover, higher sales growth, increased productivity, and better customer loyalty” (Arakawa & Greenberg, 2007). This playbook lists several action items which can help Danvers get off the ground on the right foot. |
| [Leadership ICMA Program Review](https://icma.org/documents/leadership-icma-2017-capstone-report-leadership-icma-program-review) | ICMA | At 10 years old, the Leadership ICMA program is mature and well established, with more than 190 alumni. However, the program is overly dependent on a small number of individuals for recruitment and program development. Classes and individual class members stay in contact, but there appear to be opportunities to strengthen the program as well as the post-program bonds both to ICMA and to other alumni and classes. This raises two key questions: What direction should the program go over the next 10 years and what are the requirements for its long-term sustainability? |
| [One City | One FutureFutureOne City Marathon Management Model](https://icma.org/documents/leadership-icma-2017-capstone-report-newport-news-va-one-city-one-future) | City of Newport News VA | During the initial two years of the Newport News One City Marathon, over 5,000 runners have participated in the event, with nearly 1,600 volunteers and over $40,000 raised for charitable organizations.  The event meets various city goals, including strengthening community connections and increasing the health and wellness of the community. The City of Newport News management team wants to ensure the long-term sustainability of this signature community event by moving toward a cost-neutral model.  The City has engaged the Leadership ICMA Capstone Project Team to identify potential pathways to move from an exclusively publicly-managed event toward an alternative ownership and management model that builds on the event’s prior success.  The Team used its broad local government experience, data research and analysis methods, and community engagement strategies to produce potential options for the City of Newport News. |
| [**Leadership ICMA Class of 2016**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [Imagine Andover: A Sense of Place and Destination](https://icma.org/documents/leadership-icma-2016-capstone-report-imagine-andover) | City of Andover, MA | The Andover Project Team scope of work was to provide the Town of Andover with fresh insights and candid advice to evaluate the Downtown area and develop a comprehensive playbook of best practice recommendations focusing on a sense of place and destination. What makes a great destination downtown? A sense of place for who? What assets does Andover have to leverage? What defines and distinguishes Downtown Andover? The Andover Team set out to answer these questions and more. |
| [Open Fort Collins:](https://icma.org/documents/leadership-icma-2016-capstone-report-open-fort-collins)  A framework for advancing transparency and solutions to complex problems | City of Fort Collins, CO | The City of Fort Collins is exploring the creation of an open data platform to utilize data to solve complex problems. Establishing such a platform will require knowledge about resourcing, changes in business process, governance, potential data sources, enticing citizen use, and preparing for potential change management issues within the organization |
| [A Community of Choice, The City You Never Want To Leave](https://icma.org/documents/leadership-icma-2016-capstone-report-fort-lauderdale-fl-city-choice) | City of Fort Lauderdale, FL | The City of Fort Lauderdale has identified the need to establish a policy, or multiple policies, that will create a more adaptable work environment for its employees. This is based on Fort Lauderdale’s stated need to be an “employer of choice” in the region as well to accommodate the organization’s rapid personnel growth within the constraints of the current office space. |
| [Time to Act: Integrated Water Management](https://icma.org/documents/leadership-icma-2016-capstone-report-nutrient-reduction-program-cost-benefit-analysis) | City of Storm Lake, IA | Iowa’s waterways are one of the largest contributors of polluted water into the Mississippi River that has, in part, led to the 7,700 square mile Dead Zone in the Gulf of Mexico.  The State of Iowa faces EPA regulations to reduce the number of nitrates and phosphorus, referred to as nutrients, entering waterways as well as the Governor’s goal to reduce nutrients flowing into the Mississippi River by 40 percent before 2030.  The City of Storm Lake is one of two cities that will serve as a pilot for implementing alternative solutions.  The Leadership ICMA Project Team, utilizing data from the Iowa League of Cities’ Technical Advisory Committee, is completing a cost benefit analysis to determine which alternatives will best balance the nutrient reduction goals with the limited resources of Iowa cities. |
| [**Leadership ICMA Class of 2015**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [**Implementing Enterprise Risk Management**](https://icma.org/documents/leadership-icma-capstone-implementing-enterprise-risk-management) | City of Charlotte, NC | The   Leadership ICMA Team was tasked with   identifying best practices for implementing and guiding an Enterprise Risk Management (ERM) program based on ISO 31000. The LICMA   Team conducted literature research, interviews of individuals associated with   leading risk management organizations, private and public organizations that   have enacted enterprise risk management within their own organizations and   consultants that assist organizations with implementing enterprise risk   management. |
| [**Capital Facilities Planning Process**](https://icma.org/sites/default/files/Leadership%20ICMA%202015%20Issaquah%20Report.pdf) | City of Issaquah, WA | The   Leadership ICMA Team was tasked with analyzing the existing capital facilities planning in the City of Issaquah and recommending improvements to align the capital facilities plan with the community's needs. |
| [Reset Strategy: Road Map to Financial Sustainability](https://icma.org/documents/leadership-icma-capstone-navajo-county-reset-strategy) | County of Navajo, AZ | The Leadership ICMA Team was tasked with the development of budgetary tools and long-term financial planning models that align with the County’s Strategic Plan to strengthen fiscal sustainability. |
| [Developing A Human Services Funding Framework](https://icma.org/documents/leadership-icma-capstone-developing-human-services-funding-framework) | City of Tacoma, WA | The Leadership ICMA Team was tasked with Identifying correlations between human services funding decisions and strategic plans. Reviewing misalignments between the *2015-2019 Human Service Strategic Plan* and *Tacoma 2025* with Tacoma staff. Reviewing misalignments between the current funding practices and the *City’s Equity and Empowerment Initiative. And* reporting outlining findings, framework, and implementation recommendations |
| [**Leadership ICMA Class of 2014**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [Enriching Livability Through Partnerships](https://icma.org/documents/city-edmonton-enriching-livability-through-partnerships) | City of Edmonton, Alberta, Canada | The dynamic challenges and services demanded by communities need coordinated efforts by the city and its neighboring communities, businesses, and non-profits. Leadership ICMA assist the City of Edmonton, Alberta, Canada) to evaluate how to best use partnerships to accomplish the Transforming Edmonton vision. |
| [Traffic Calming Toolbox](https://icma.org/documents/traffic-calming-toolbox-decatur-ga" \t "_blank)  [Traffic Calming Improvement Story](https://icma.org/documents/traffic-calming-toolkit-process-improvement-story-decatur-ga) | Decatur, GA | This toolkit provides a variety of traffic calming options which share the common goal of ensuring pedestrian safety and maintaining an active living community open to diverse means of transportation, applicable to a variety of street types, and that are fair, balanced, and flexible to suit the various stakeholders. |
| [Preserving Milton's Character and Quality of Life](https://icma.org/documents/preserving-miltons-character-and-quality-life) | Milton, GA | Leadership ICMA Class of 2014 is excited to present this play-book of applicable land preservation tools designed to find the balance between growth and preservation in the City of Milton, GA |
| [**Leadership ICMA Class of 2013**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [Tulsa Asset Management-Guide](https://icma.org/documents/tulsa-asset-management-guide) | Tulsa, Oklahoma | A comparative analysis from the Leadership ICMA Team of best management practices and processes and provides specific action steps. |
| [Public Engagement: Expanding the Horizon](https://icma.org/sites/default/files/305485_LICMA%20Capstone-Ft%20Lauderdale%20Presentation.pdf) | Ft. Lauderdale, Florida |  |
| [Comprehensive Records Management System](https://icma.org/documents/capstone-2013-records-management-system) |  | An in-depth analysis of and identification of best practices from government and business entities; and creating a  strategic implementation plan to guide city staff in moving forward with the next steps of the program. |
| [**Leadership ICMA Class of 2012**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [Keeping Park City "Park City](https://icma.org/documents/keeping-park-city-park-city) | Park City, Utah | A strategic framework for Park City Municipal Corporation and the community to ensure the Community Vision to "Keep Park City, Park City" |
| [Capital Project Prioritization](file:///\\icma\en\icma\knowledge_network\documents\kn\Document\305661\Capstone___Edmonton_Alberta_Canada__Capital_Project_Prioritization) | Edmonton Alberta, Canada |  |
| [**Leadership ICMA Class of 2011**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| One Stop Shop Implementation Plan | Decatur, Georgia |  |
| [Procurement](/node/92445) | Palo Alto, California |  |
| [Employee Recruitment, Orientation & Retention Part I](/node/92442) | Palo Alto, California |  |
| [Employee Recruitment, Orientation & Retention Part II](/node/92444) | Palo Alto, California |  |
| [**Leadership ICMA Class of 2010**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
| [Montgomery, Ohio](https://icma.org/node/67177%3eCitizen%20Engagement:%20Celebrating%20Successes%20and%20Shaping%20the%20Future%3c/a%3e%3c/p%3e%3c/td%3e%3ctd%20style=) |  |  |
| [**Leadership ICMA Class of 2007**](file:///\\icma\node\62533) | | |
| [**Capstone Project**](file:///\\icma\node\62533) | **Local Government** | **Description** |
|  | Catawba County NC |  |
|  | Eugene OR |  |
|  | Decatur GA |  |