Carol Granfield, is a Senior Municipal and Human Resources Management Consultant with Municipal Resources in New Hampshire. She possesses 38 years of public sector management experience and seven years private sector experience. She holds a Master's Degree from Central Michigan University and is an ICMA retired Credentialed Manager and serves on the Credentialing Board. She has served as Town and County Manager positions in Derry, Hooksett, Moultonborough and Meredith, NH; Cumberland County, Kittery and Dixfield, ME, and Director of Administration and Personnel Director in Herndon and Fairfax, VA. She is an adjunct professor at Granite State College of the University of NH, where she teaches Public Administration and Human Resources. She is a Past President of NH Municipal Managers, VA International Personnel Management Association and Derry Rotary. She serves on the NH Public Employers Labor Relations Board. Carol is co-author of the ICMA e-book, Performance Appraisal Fundamentals and has presented ICMA Webinars and programs at numerous conferences.