From **Cal-ICMA Talent Initiative** – “Talent 2.0” Report & Best Practices Compendium

**Attracting and Recruiting**
- Refine job announcements to focus on learning and organizational culture
- Consider offering incentives or assistance for workforce housing and child care

**Retaining**
- Incorporate more flexibility in scheduling, rethink the “8 to 5” business model
- Create a culture of appreciation and recognition

**Growing**
- Provide ongoing performance conversations with employees
- Partner with organizations such as MMANC, MMASC, ELGL and ICMA for program development in your community (especially rural areas)

From **ICMA Career Stages and Leadership** – Courses and Programs

- ICMA Practices for Effective Government Leadership
- ICMA Career Stage Guide
- ICMA Leadership Development Programs

From **ICMA Coaching Program** – No-Cost Resources to Grow Together

**Webinars** (live and archived available 24/7)
- Creating a Culture for Cultivating Talent and Getting Results
- Maximizing Your Growth at Each Career Stage
- Being a Great Coach and a Winning Player in Your Organization

**1-1 Coaching** (volunteer coaching matches through ICMA)
- Be a Coach
- Find a Coach

**Career Compass Columns** (expert advice from Frank Benest)
- Ten Ideas to Become a Talent Magnet
- City Managers Need Coaches Too

**Talent Development Tools** (jump start a talent development program in your agency)
- Take Charge of Your Talent Participant Guide