

Featured Offers

FOR TALENT DEVELOPMENT SHOPPERS

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](#)