

ICMA Coaching Program *Update*

Don Maruska, Master Certified Coach
Director, ICMA Coaching Program

#ICMA2018

ICMA
conference

BALTIMORE
104th Annual Conference
SEPTEMBER 23-26 **2018**



ICMA

Welcome

ICMA | coaching program

Platinum Sponsor: ICMA-RC

Gold Sponsors: ICMA and Cal-ICMA | ICMA State Associations Coaching Sponsors

Thank you, ICMA-RC!

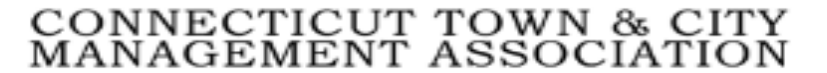
The ICMA Coaching Program is made possible by our Platinum sponsor:



www.ICMARC.org

and Gold Sponsors: ICMA and Cal-ICMA

28 State Association Coaching Partners



Participants would like more states to join

Arkansas

Arizona

British Columbia

District of Columbia

Idaho

Louisiana

Maryland

Montana

New Brunswick

Nevada

New York

Tennessee

9 Outreach Partners



CONNECT.COMMUNICATE.EDUCATE



NATIONAL ASSOCIATION OF COUNTY ADMINISTRATORS





Coaching Webinars

Six live webinars spotlighting best practices featuring local government professionals an...



1-1 Coaching

Personal guidance in your local government career from a local government professional.



CoachConnect

Get paired with the perfect coach or coaches for you today!



Career Compass

An ICMA Coaching Program column focused on career issues for local government...



Webinar Archives

Miss a webinar? Watch it anytime!



Coaching Resources & FAQs

These PDFs and videos will help you get started on your coaching journey.



Talent Development

Resources you can use independently, with a coach, or across your organization to create...



Coaching Program Partners & Sponsors

The Coaching Program thrives because of our state association partners, outreach partner...

ICMA Coaching Program at a glance

attracting, growing, and supporting talent ... with no-charge resources

- 6 live webinars/year sharing best practices -- over 6000 attendees/year
- 76 digital recordings you and your team can access 24/7
- 213 volunteer coaches available for 1-1 Coaching
- 65 Career Compass columns offering expert advice
- 30-page Take Charge of Your Talent Participant Guide
- 10 additional resources you can download on coaching and talent development
- 4 video clips on mastering coaching
- 3 video clips on keys to thriving in your career, organization, and life

Webinars sharing best practices

Gaining Project Support (11/14/18)

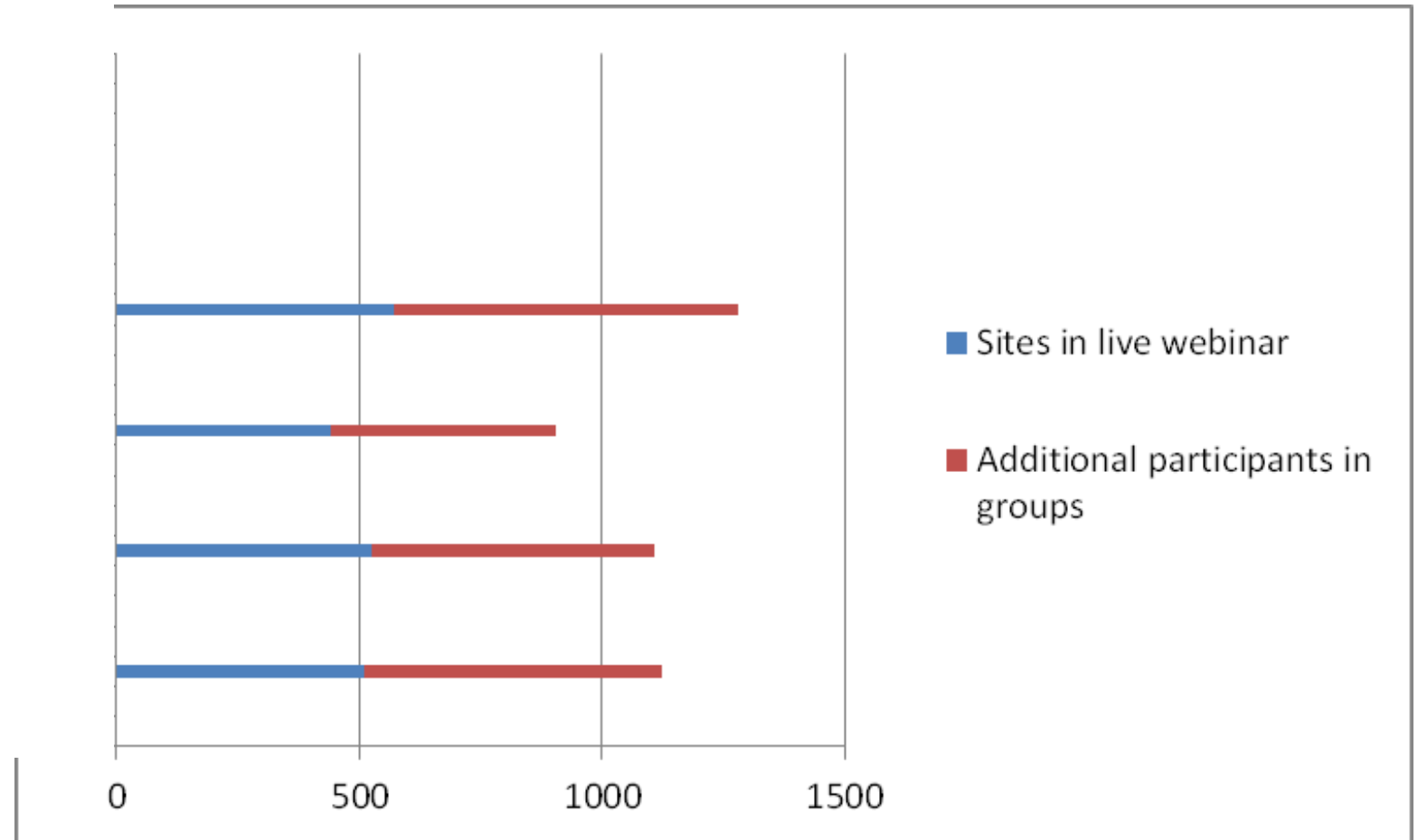
Taking Smart Risks (10/25/18)

Recognize and Eliminate Bias (9/20/18)

Creating a Culture for Talent (6/20/18)

Entrepreneurial Solutions (3/28/18)

Maximizing Your Career Growth (2/28/18)



Partners help identify best topics, presenters, dates, and times

ICMA | coaching program

Platinum Sponsor: ICMA-RC
Gold Sponsors: ICMA and Cal-ICMA

Taking Smart Risks and Rebounding from Setbacks

Thu, Oct 25, 2018 10:30 AM - 12:00 PM PDT

[Show in My Time Zone](#)

Topics:

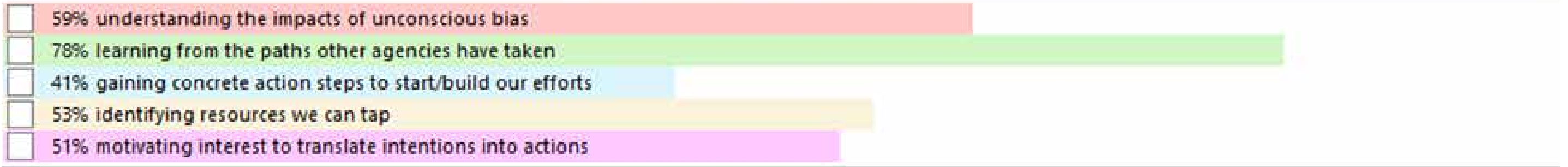
1. What's critical to take risks successfully in both your work and your career?
2. What can you do when things don't work out the way you hoped?
3. How can you develop your risk taking and resiliency skills?

Presenters:

- * Allen Bogard, CM Sugar Land, TX
- * Cara Pavlicek, Village Manager, Oak Park, IL
- * Michael Wilkes, CM of Olathe, KS

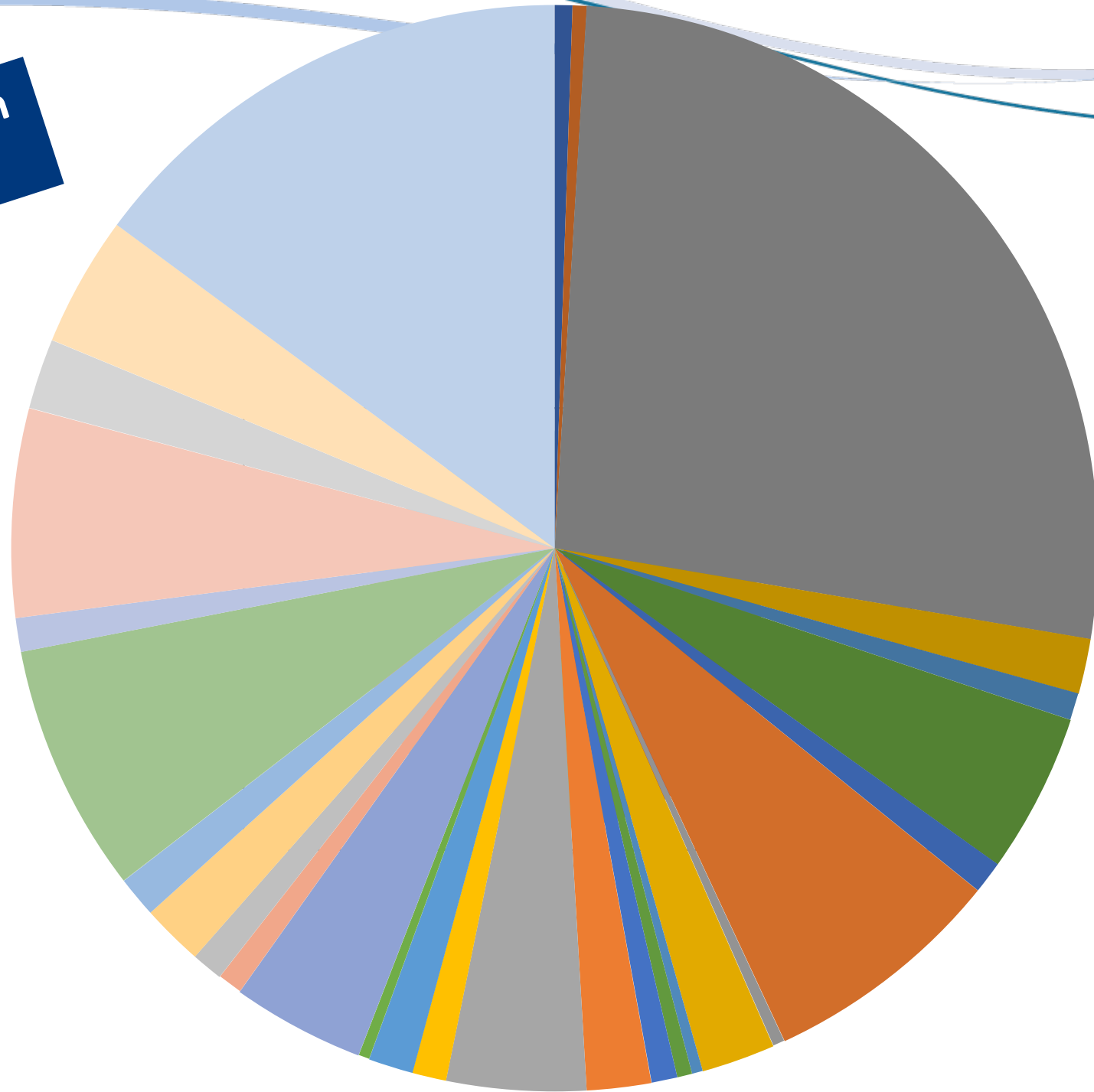
Delivering value to participants ...

[CLOSED] How was this webinar of value to you and your agency? (check all that apply)



... and earning high ratings: 4+ on 5 scale

Active participation from
28 State Partners



- AL
- AK
- CA
- CO
- CT
- FL
- GA
- IL
- IA
- KS
- KY
- MA
- MI
- MN
- MO
- NE
- NH
- NC
- OK
- OR
- PA
- SC
- TX
- UT
- VA
- WA

What webinar topics and presenters are of interest to your association in 2019?

| Suggested Webinar Topics for 2019 | Recommended Presenters | Contact Information |
|-----------------------------------|------------------------|---------------------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

State Association: _____ Do you intend to be a Partner in 2019? _____

Your name and title: _____ Email address: _____

or send via email by October 25, 2018, to Don Maruska, Director, ICMA Coaching Program, at ICMACoaching@donmaruska.com

“Career Compass” columns

Career Compass No. 57: Leading by Living Your Values

Values should guide our decisions and actions, especially in times of uncertainty and change.

ARTICLE | Sep 5, 2017

Email Facebook + More 23

I am a division manager in a recreation and parks department in a mid-sized city. I oversee a staff of 15 full-time employees as well as part-time and seasonal workers who focus on youth recreation and other programming. Recognizing that our city and department are facing ongoing budget uncertainties, our new department director (in consultation with the city manager) wants us to shift to more fee-based programming (such as instructional classes), cut our no-charge after-school programs, which serve low-income and disadvantaged youth, and eliminate some staffing.

These proposals have upset me and our staff, who are dedicated to helping youth and families in need. It just does not feel right. We need to be serving disadvantaged youth who do not have the resources of other youth in our community. Moreover, I am committed to my team and their invaluable work with young people.

What do I do?

I believe that you are experiencing quite a bit of unease because these budget proposals threaten your core values. Given



Don't Let Your Values Get Lost in the Flock

Helping people navigate their careers

TOPICS

- ☆ Q Ethics
- ☆ Q CAO Resources
- ☆ Q Next Generation of Managers
- ☆ Q Equity & Inclusion
- ☆ Q Community Involvement

STAY CONNECTED



1-1 Coaching Resources

The image shows a screenshot of a YouTube video player. At the top left, there is a hamburger menu icon and the YouTube logo. To the right is a search bar with the word "Search" inside. The main video area has a dark blue background with white text. A white diagonal banner in the top left corner of the video area says "Video guide". The title of the video is "Being a Great Coach and a Winning Player". Below the title, it says "ICMA | coaching program". Further down, it lists "Platinum Sponsor: ICMA-RC" and "Gold Sponsors: ICMA and Cal-ICMA". At the bottom of the video player, there is a white bar with a play button icon and the text "Being a Great Coach and a Winning Player".

☰ YouTube Search

Video guide

Being a Great Coach and a Winning Player

ICMA | coaching program

Platinum Sponsor: ICMA-RC
Gold Sponsors: ICMA and Cal-ICMA

▶ Being a Great Coach and a Winning Player

1-1 Coaching Resources

ICMA | coaching program

Outline for Talent Catalyst Conversation

Topic: *[What topic would you like to discuss?] Confidentiality?*

Brief Background about the Player: *[What's useful to know about you for this conversation?]*

Enliven Your Hopes

Step 1: Connect with Your Hopes

- *What are your hopes about the topic you've chosen for this Conversation? Why are your hopes important to you?*

Step 2: Consider Your Concerns

- *What's standing between you and realizing your hopes?*
- *Which of your concerns seems most important to address now so that you can make progress toward your hopes?*

Step 3: Tap Your Success Stories

- *How have you successfully dealt with concerns like these before?*
- *What did you learn from the situation that might help you now?*

Expand Your Opportunities

Step 4: Identify Opportunities to Learn, Grow, and Develop

- *How will you need to grow, and what will you need to learn to address your concerns and realize your hopes?*
- *What inner qualities may you need to develop to support you?*

**Conversation
outline**

1-1 Coaching Resources



Search



**live, unrehearsed
illustration**

Talent Catalyst Conversation -- watch coaching in action

Take Charge of Your Talent

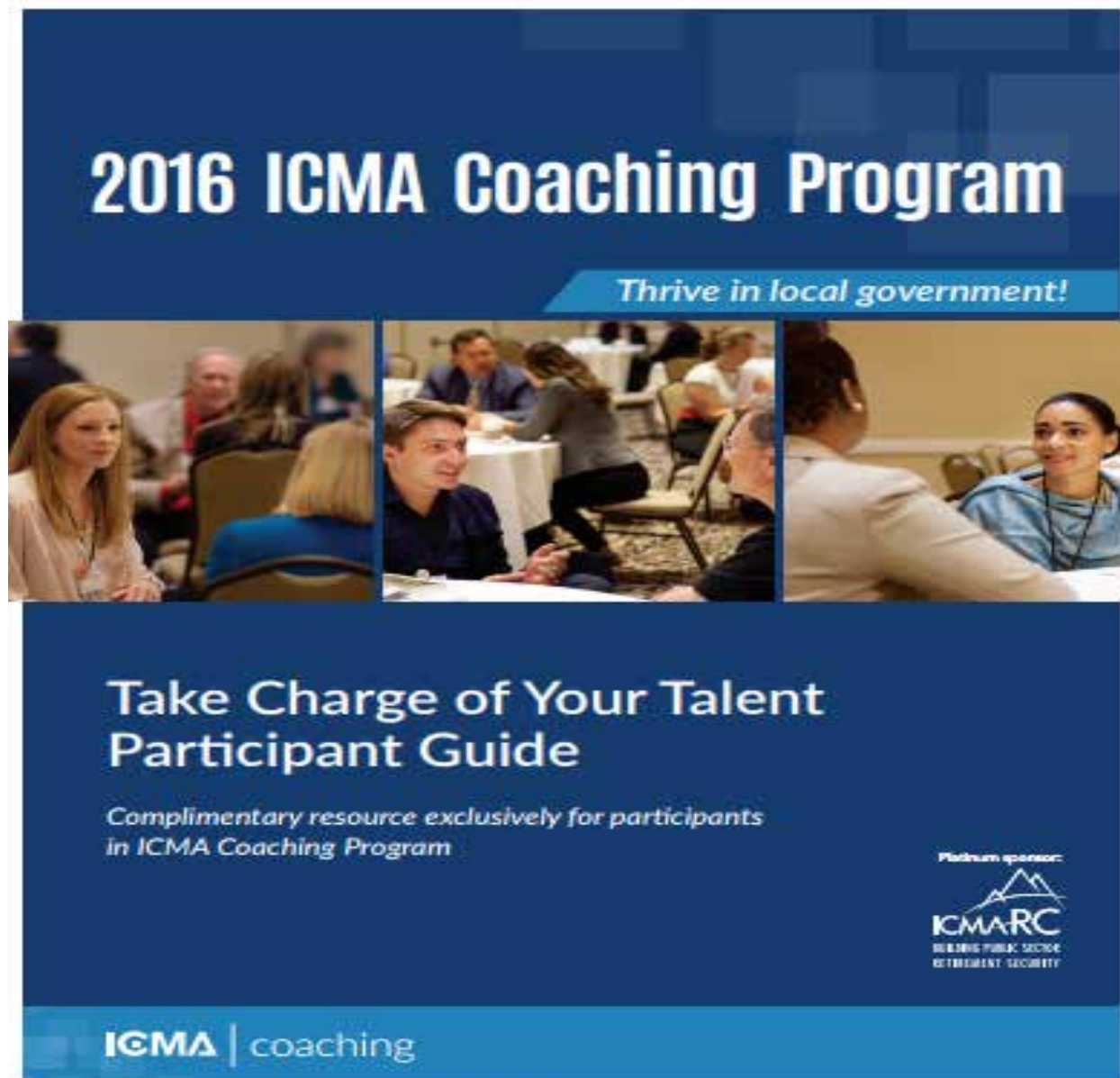


Search



Take Charge of Your Talent -- Key #2: Accelerate through Obstacles

Take Charge of Your Talent



**downloadable,
interactive**

Support for State Partners

Coaching Program Partners/Sponsors

The Coaching Program thrives because of our state association partners, outreach partners, and sponsors. ICMA thanks them for their support!



Thank you to the ICMA State Association Coaching Partners!

The ICMA Coaching Program has the strong backing of the following ICMA State Association Coaching Partners:

Alabama, California, Colorado, Connecticut, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, North Carolina, Oklahoma, Oregon, Pennsylvania, Texas, Utah, Virginia, Washington, and Wisconsin.

BECOME AN ICMA STATE ASSOCIATION COACHING PARTNER IN 2017 TO SERVE YOUR MEMBERS

ICMA-RC has become a national Platinum Sponsor for the ICMA Coaching Program with a three-year commitment. Funding from this Platinum Sponsor is driving down the cost for any State Association that becomes a Partner in the expanded ICMA Coaching Program.

BENEFITS TO BECOMING A STATE ASSOCIATION COACHING PARTNER:

1. Featured as a Partner on ICMA Coaching Program webpage, all webinars, and notices -- enjoy recognition and outreach to attract new members to your association.
2. Participate in identifying webinar topics and presenters of interest to your state.
3. Receive notices for each webinar and Career Compass column in formats that your association can readily distribute to your

| |
|---------------------|
| ICMA Coaching |
| Webinars |
| 1-1 Coaching > |
| Talent Development |
| Career Compass |
| Partners & Sponsors |

STAY CONNECTED



ICMA Coaching Program *ideas for 2019*:

Potential ideas – subject to interest and resources

1. Video clips to promote upcoming webinars (30-second spots)
2. Quick clip of highlights from webinars (3-5 minute segments)
3. Explore ways to bundle Coaching Program resources by audience needs (for example, entering the profession, stepping into leadership, becoming a first-time CM or CAO, etc.)
4. Integrate 1-1 Coaching in certificate programs to support participants.

What will help you and your members thrive?

ICMA
conference

BALTIMORE
104th Annual Conference
SEPTEMBER 23-26 **2018**

#ICMA2018