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**VLGMA
Winter Conference**

**Brave Leadership During
Challenging Times**

**February 14-16, 2018
The Omni Hotel
Charlottesville, Virginia**

Wednesday, February 14

10:30 a.m.–12:45 p.m.	VLGMA Executive Committee Meeting (during lunch)	Salon C
1:00 p.m.–5:00 p.m.	Pre-Conference Workshop: Leadership Strategies to Move Communities from Disruption to Renewal	Salon AB

Presenter: Felicia Logan, *Director, Leadership Development, ICMA*

This workshop focuses on natural, civic, and political disruption using case studies, conversations with experts, and action planning. Participants will identify events large and small, positive and not so positive, and create an action plan to better manage community disruptions when they occur. Gain a new perspective and build skills not only to lead your community through a major disturbance but also to create connection and renewal.

Addresses Practice Area 7: Strategic Planning

5:30 p.m.–7:00 p.m.	Reception in Downtown Charlottesville	The Paramount Theatre
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Enjoy socializing with your colleagues at this venue named the 2017 Outstanding Historic Theater by the League of Historic American Theatres.

Thursday, February 15

7:30 a.m.	Continental Breakfast	Salon AB Lobby
7:30 a.m.–8:15 a.m.	Communications and Networking Committee Meeting	Ashlawn & Highlands
7:30 a.m.–8:15 a.m.	Civic Engagement Committee Meeting	James Monroe
8:00 a.m.–5:00 p.m.	Registration	Salon AB Lobby
8:30 a.m.–8:45 a.m.	Welcome	Salon AB

Maurice Jones, *President, VLGMA, and City Manager, Charlottesville*

8:45 a.m.–10:00 a.m.	Keynote: The Source Awakens—People and Government	Salon AB
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Doug Smith, *Vice President, Robert H. Smith Center for the Constitution, Montpelier*

Local governments may be feeling caught in the crossfire of today's most explosive debates, but there is something deeper at play. Populist awakenings are as much about the realignment of institutional ownership as the policies making headlines. Courage begins with understanding the source of power.

Addresses practice areas: 2: Community Engagement, 3: Equity and Inclusion, 8: Policy Facilitation and Implementation.

10:00 a.m.–10:15 a.m.	Break	
10:15 a.m.–11:45 a.m.	Session: Special Event Permitting—The Dueling Parades Case Study	Salon AB

Lexington Team Presentation
Noah A. Simon, *City Manager*
Frank W. Freidman, *Mayor*
Samuel Roman, *Chief of Police*

Led by Noah Simon, this session will review the issue of permitting “dueling” parades in the community on the same weekend. The presenters will share how they managed an anti-racism parade, a Southern heritage parade, and other “spontaneous” events in Lexington during the course of the same weekend.

Addresses practice areas: 2: Community Engagement, 3: Equity and Inclusion, 8: Policy Facilitation and Implementation, 9: Community and Resident Service, 10: Service Delivery

11:45 a.m.–12:00 p.m.	ICMA and Alliance for Innovation Updates	Salon AB
12:00 p.m.–1:15 p.m.	Lunch	Salon AB Lobby
12:15–1:15 p.m.	Alliance for Innovation Lunch	James Monroe
12:15–1:15	Book Discussion: The Power of Moments by Chip and Dan Heath	Ashlawn/Highland

Presenter: Bonnie Svrcek, *City Manager, Lynchburg*

Many of life's defining moments are the result of accident or luck. But why would we leave our most meaningful, memorable moments to chance when we can create them? *The Power of Moments* shows us how to be authors of richer personal experiences. Bring your lunch to the book discussion. There is no requirement to read the book in advance. A short video will be shown that touches on the themes of the book.

Addresses Practice Area: 5: Personal Resiliency and Development

1:15–2:15 p.m.	Session: When the Worst Happens—Employee Care and Support During and After Crisis	Salon AB
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Presenters:

Rachel Brozenske, *Vice President, Allison Partners, LLC*;
Emily Pelliccia, *Deputy Fire Chief, Charlottesville Fire Department*

A crisis can arise at any time and impact our communities in countless ways. As local government leaders, we are working not only to manage the crisis itself but also to help our employees navigate the stress and emotion of the situation. We'll discuss the reality of crisis and some common stress reactions. We will also share tips on incorporating employee care into a plan for crisis prevention, preparedness, response, and recovery.

Addresses Practice Areas: 4: Staff Effectiveness, 13: Human Resources Management and Workforce Engagement

2:15 p.m.–2:30 p.m.	Break	
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— CONCURRENT SESSIONS —

2:30 p.m.–3:45 p.m.	Session: Speed Coaching—Coaching Up, Down and Across	Salon B
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Join your colleagues for fast-paced, focused conversations that address what's on your mind.

This year we offer the coaching opportunity to all participants. After a brief coaching tutorial by Felicia Logan, Executive Coach, we will do three rounds of coaching. Options:

1. Coaching Up: Up Your Social Media Game with Coaching From a Technology Native

Learn how to use social media platforms in your personal and professional lives. After all, someone is going to define your locality using social media. Shouldn't it be you?

2. Coaching You to the Next Step

A senior manager will help you think through your career options and assist you in defining next steps. You will focus on the “who, what, where, and when” of creating an action plan.

3. Coaching From Someone Who's Been There

Stymied by a work situation? Book coaching time with someone who's been there and create new options to help you get unstuck.

Addresses Practice Areas: 5: Personal Resiliency and Development, 11: Technological Literacy, 14: Communication and Information Sharing

2:30 p.m.–3:45 p.m.	Roundtables	Salon A
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This lively session is your chance to visit with experts on the following topics:

1. Alliance for Innovation's BIG Ideas 2017

Presenter: Sallie Ann Burnett, *East Regional Director, Alliance for Innovation*

Sallie Ann Burnett will give a brief overview of the Dillon Rule and ask participants to describe relevant pre-emption challenges in their communities and how they dealt with these challenges.

2. Open Data Portal

Presenters: Steve Hawkes, *IT Applications Manager, City of Charlottesville*; Maya Kumazawa, *Budget and Management Analyst, City of Charlottesville*

Learn about Charlottesville's open data policy. The City hopes this initiative will eliminate burdens and enable entrepreneurs, academics, developers, and interested citizens to use the data in creative ways.

3. Insights from an Executive Recruiter

Presenter: Anne Lewis, *Senior Vice President, Springsted Incorporated*

Learn about the ins and outs of the executive recruitment process. We will focus on how to get into the candidate pool—it's more than just submitting your cover letter and resume! Time permitting, we will also cover how executive search can be used to recruit for key senior staff positions in your organizations. Whether you are seeking advice or have executive search experiences to share, please join this discussion.

4. Emergency Preparedness – Are You Ready?

Presenters: Andrew Baxter, *Fire Chief, Charlottesville Fire Department*; Jennifer Stieffenhofer, *Purchasing Manager, City of Charlottesville*

One of Charlottesville's 5 Strategic Goals is to be A Healthy and Safe City. In the past year, the City has increasingly emphasized how employees and citizens can prepare for emergencies and man-made or natural disasters. We will discuss efforts for dealing with these situations through improved planning, preparation, response, and recovery. We will focus on the importance and challenges of cross-disciplinary collaboration in emergency planning and response.

5. #METOO From Hollywood to Town Hall: Is it Happening Here?

Presenters: Dr. Ron Carlee, *Visiting Assistant Professor, Old Dominion University, and former Manager of Charlotte, NC, and Arlington County, VA*; Kelly Kemp, *Assistant County Attorney, Powhatan County*

A January 11th article in *Governing*, began with this: “Since the #MeToo movement against sexual harassment and assault transcended Twitter in October, many powerful men have lost their jobs and reputations—in Hollywood, in media, in Congress and in state capitols. It has sparked conversations about power and gender in the workplace, laying the groundwork for a potentially revolutionary societal change. But sexual harassment is not just committed by people at the highest levels of industries. It can happen between peers at work and by someone at the bottom of the payroll. Some states and cities recognize this and are already taking action.” What about your city, town, or county? Participants will share how they are addressing this issue in their organizations. Kelly Kemp and Ron Carlee will also raise real and hypothetical cases.

6. Strategic Planning

Presenter: John Budesky, *County Administrator, Goochland County*

Learn about strategic planning approaches used in various jurisdictions. Along with general concepts, we will discuss how to avoid potential pitfalls during the planning process. Whether you are seeking ideas or have an experience to share, please join this nuts and bolts discussion.

Addresses Practice Areas: 5: Personal Resiliency and Development, 6: Strategic Leadership, 7: Strategic Planning, 11: Technological Literacy, and 13: Human Resources Management and Workforce Engagement

3:45 p.m.–4:00 p.m.	Break	
4:00 p.m.–5:00 p.m.	Session: Reflections on the Summer of 2017	Salon AB

Presenter: Maurice Jones, *City Manager, Charlottesville*

In this session, Maurice will offer reflections and perspective on the pivotal events that occurred during last summer's demonstrations in Charlottesville.

Addresses Practice Areas: Assorted

5:00 p.m.–6:00 p.m.	Break	
6:00 p.m.–7:00 p.m.	Reception: Recognition of New Members and ICMA Credentialed Managers (open to all conference attendees)	Atrium

7:00 p.m.	Dinner with Colleagues	Salon AB
7:30 p.m.	Masterpiece Video	Salon AB

Created and presented by Melanie Gillies, *Cooper Center for Public Service, Poet and Imagineer*

8:00 p.m.–10:00 p.m.	After-Dinner Social with cash bar	Salon AB
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Friday, February 16

7:30 a.m.–8:15 a.m.	Member Support Committee Meeting	Ashlawn & Highlands
7:30 a.m.	Continental Breakfast	Salon AB Lobby
8:30 a.m.–10:00a.m.	Session: Topics Affecting Local Government Today	Salon AB

Presenter: Dr. Ron Carlee, *Visiting Assistant Professor, Old Dominion University, and former Manager of Charlotte, NC, and Arlington County, VA*

Ron will address critical topics facing local government today during these challenging times.

Addresses Practice Areas: Assorted

10:00 a.m.–10:15 a.m.	Break	
10:15 a.m.–11:30 a.m.	Session: Choosing Balance and Leadership	Salon AB

Presenter: Allison Linney, *President, Allison Partners, LLC*

Learn how to remain calm and reflective as we face these stressful times.

Addresses Practice Area: 5: Personal Resiliency and Development

11:30 a.m.–12:15 p.m.	VLGMA Business Meeting (for all members)	Salon AB
12:30 p.m.–1:30 p.m.	Professional Development Committee Meeting (during lunch)	Salon C