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2019 – 2020

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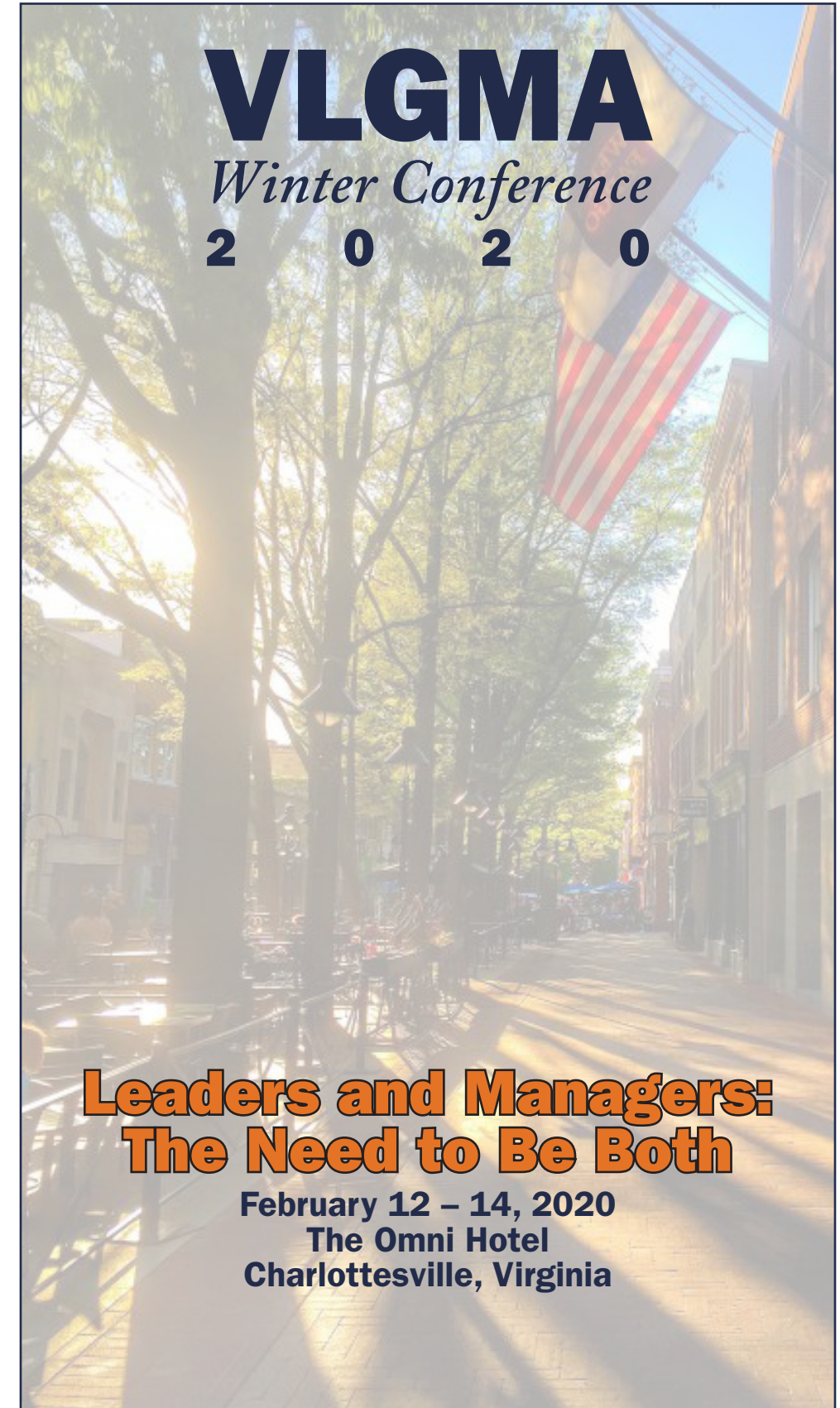
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Leaders and Managers:
The Need to Be Both

February 12 – 14, 2020
The Omni Hotel
Charlottesville, Virginia

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Wednesday, February 12

10:00 am–5:00 pm	Registration and Check-in	Salon AB Lobby
10:30 am–12:45 pm	VLGMA Executive Committee Meeting (during lunch)	Salon C
1:00–4:30 pm	Pre-Conference Workshop: ICMA's Fatal Flaws of a Council-Management Relationship	Salon AB
Ian McCormack, <i>President, Strategic Steps Inc.</i>		
Examine this hot topic from a variety of perspectives, including		
<ul style="list-style-type: none">• The Challenges/Pitfalls of Executive Leadership• Key Distinctions: Council/Mayor Roles• Importance of “Tone at the Top”• Sources of Landmines: Why/How Managers Create Their Own Problems• Council Expectations of their City Manager• Where Role Clarity Should Begin• Signals that the Relationship is Not Working• Survival Strategies, and• Assessing Results of a Healthy Relationship: A Council-Manager Covenant (<i>ICMA Practice Areas: 1 Personal and Professional Integrity, 2 Community Engagement, 3 Equity and Inclusion, 4 Staff Effectiveness, 5 Personal Resiliency and Development, 7 Strategic Planning, 8 Policy Facilitation and Implementation, 9 Community and Resident Service</i>)		
5:30–7:00 pm	Reception at Old Metropolitan Hall	
Enjoy visiting with your colleagues at a beautifully restored historic venue in downtown Charlottesville, just a short walk from the Omni Hotel.		

Thursday, February 13

7:30 am	Continental Breakfast	Salon AB Lobby
7:30–8:15 am	Civic Engagement Committee Meeting	Ashlawn & Highlands
7:30–8:15 am	Communications and Networking Committee Meeting	James Monroe
8:00 am–5:00 pm	Registration	Salon AB Lobby
8:30–8:45 am	Welcome	Salon AB
James Ervin, <i>President, VLGMA</i> , and <i>Town Manager, Town of Rocky Mount</i> Tarron Richardson, <i>City Manager, City of Charlottesville</i>		
8:45–10:00 am	Keynote: Ethical Issues in Local Government	Salon AB
Dr. Michael A. Gillette, <i>Bioethical Services of Virginia, Inc.</i>		
This highly interactive, case-based discussion will consider ethical issues associated with the provision of public sector services. We'll examine a pragmatic approach to careful ethical analysis and specific local government issues. Topics may include organizational and leadership ethics; managing conflicting expectations from elected officials, staff members, citizens, and other stake holders; maintaining appropriate professional boundaries; and the ethical management of scarce resources. Case studies will be drawn from all departments and areas of public service. (<i>ICMA Practice Areas: 1 Personal and Professional Integrity, 2 Community Engagement, 3 Equity and Inclusion</i>)		
10:00–10:15 am	Break	
10:15–11:45 am	Toward Inclusive Excellence	Salon AB
Dr. Kevin McDonald, <i>Vice President for Diversity, Equity and Inclusion, University of Virginia</i>		
Explore how organizations can more intentionally weave diversity, equity, and inclusion efforts into their organizational fabric. (<i>ICMA Practice Areas: 3 Equity and Inclusion, 4 Staff Effectiveness, 13 Human Resources and Workforce Engagement</i>)		

Thursday, February 13, continued

11:45 am–12:00 pm	ICMA Updates & NACA Updates	Salon AB
12:00–1:15 pm	Lunch	Salon AB Lobby
12:00–1:15 pm	Student / Early Career Professionals: Speed Coaching Lunch	James Monroe
Pat Pate, <i>City Manager, City of Manassas</i> Stephanie Davis, <i>Program Director, Graduate Certificate in Local Government Management / Graduate Certificate in Public and Non-profit Financial Management, Virginia Tech</i>		
1:15–2:15 pm	The Economic Outlook for Virginia	Salon AB
Sonya Waddell, <i>Vice-President and Economist, Federal Reserve Bank of Richmond</i>		
Get updated on Virginia's economy, in the context of the national and regional economies. Discuss of how regions within Virginia have been performing and what challenges might be on the horizon. (<i>ICMA Practice Areas: 6 Strategic Leadership, 10 Service Delivery, 12 Financial Management</i>)		
2:15–2:30 pm	Break	
Concurrent Sessions		
2:30–3:45 pm	1. The Wisdom of the Ancients for Today's Local Government Managers	Salon B
Kim Payne, <i>former City Manager, City of Lynchburg</i> Bob Stripling, <i>former City Manager, City of Staunton</i>		
Facilitated by two of VLGMA's “ancients,” this interactive session will weave timeless principles of leadership into a discussion of issues facing today's local government managers. Bring your own “wicked problem” to the discussion and share your thoughts on how to be a more effective leader in your community. (<i>ICMA Practice Areas: 1 Personal and Professional Integrity, 2 Community Engagement, 6 Strategic Leadership, 14 Communication and Information Sharing</i>)		
2:30–3:45 pm	2. Virginia Tech's Role in Preparing Virginia's Local Government Leaders and Managers	Salon A
Stephanie Davis, <i>Program Director, Graduate Certificate in Local Government Management / Graduate Certificate in Public and Non-profit Financial Management, Virginia Tech</i>		
Discover exciting professional development opportunities with an emphasis on leadership in this overview of the Graduate Certificate Program in Local Government Management. In this session, you will learn about the model of academic education, professional development, and technical assistance that guides the development of programs for Virginia local governments. Current students of the program will present their studio project. (<i>ICMA Practice Areas: 4 Staff Effectiveness, 13 Human Resources and Workforce Engagement</i>)		
3:45–4:00 pm	Break	
4:00–5:00 pm	Lessons Learned: Experiences of a Fiber to the Home Project	Salon AB
G. Chris Brown, <i>City Attorney, City of Harrisonburg</i> Tom Hartman, <i>Public Works Director, City of Harrisonburg</i> Kurt Plowman, <i>Information Technology Director, City of Staunton</i> Reid Wodicka, <i>Deputy City Manager, City of Lynchburg</i> Gaynelle Hart, <i>Public Works Director, City of Lynchburg</i> Chris Kyle, <i>Vice President for Industry Affairs and Regulatory, Shentel</i>		
The Cities of Harrisonburg, Staunton, and Lynchburg partnered with Shentel to successfully deploy broadband in their communities. Those who made it happen will share their experiences and lessons learned. (<i>ICMA Practice Areas: 2 Community Engagement, 6 Strategic Leadership, 7 Strategic Planning, 8 Policy Facilitation and Implementation, 9 Community and Resident Service, 10 Service Delivery, 11 Technological Delivery</i>)		
5:00–6:00 pm	Break	

Thursday, February 13, continued

6:00–7:00 pm	Reception: Recognition of New Members and ICMA Credentialed Managers (open to all conference attendees) at Omni	Atrium
7:00 pm	Dinner with Colleagues at Omni	Salon AB
Friday, February 14		
8:00 am	Continental Breakfast	Salon AB Lobby
8:00–8:45 am	Member Support Committee Meeting	Ashlawn & Highlands
8:00–8:45 am	Strategic Planning Committee Meeting	James Monroe
8:45 am	Mel Gillies Tribute Video	Salon AB
9:00–10:00 am	Cyber Security Risk Management	Salon AB
Chris Ballard, <i>Risk Control Manager, VACORP</i>		
Regardless of size, no organization is immune to the ever more pervasive threat of cybercrime, and security is only as strong as its weakest link. This training program offers an introduction to the world of cyber security for all employees, not only IT staff, while focusing on the practical steps that individuals and organizations can take in order to avoid being victimized by a cyber attack. (<i>ICMA Practice Areas: 8 Policy Facilitation, 11 Technological Literacy, 14 Communication and Information</i>)		
10:00–10:15 am	Break	

Concurrent Sessions		
10:15–11:30 am	1. Managing Through a Recession	Salon A
Keith Barker, <i>City Manager, City of Galax</i> Pat Coffield, <i>former County Administrator, Augusta County</i> Mary T. Price, <i>former County Administrator Shenandoah County</i>		
During prolonged periods of economic expansion, it can be easy to forget that recessions will happen again, or that some localities and states can be in recession while the rest of the nation hums along. Learn from colleagues about how they lead their jurisdictions through past recessions. (<i>ICMA Practice Areas: 7 Strategic Planning, 8 Policy Facilitation and Implementation, 9 Community and Resident Service, 10 Service Delivery, 12 Financial Management and Budgeting</i>)		
10:15–11:30 am	2. What Would Confucius Do? A Case Study	Salon B
Kim Payne, <i>former City Manager, City of Lynchburg</i> Bob Stripling, <i>former City Manager, City of Staunton</i>		
Using a case study format, Bob and Kim will lead a discussion on a contemporary challenge while attempting to integrate leadership principles of Confucius, Lao-Tzu, and others into an effective approach. This session will complement Thursday's session on “The Wisdom of the Ancients” but can also be attended alone. (<i>ICMA Practice Areas: 1 Personal and Professional Integrity, 2 Community Engagement, 6 Strategic Leadership, 14 Communication and Information Sharing</i>)		

11:30 am–12:15 pm	VLGMA Business Meeting (for all members)	Salon AB
12:30–2:00 pm	Professional Development Committee Meeting (during lunch)	Salon C