



**Summer Workshop  
July 21-24, 2015  
Boyne Mountain Resort**

**Theme:** Great Managers: Great Communities

**Tuesday 7/21/15**

3:00–7:30 pm	<b>Registration</b>
4:00–6:00 pm	<b>MLGMA Board Meeting</b>
7:00–10:00 pm	<b>Early Bird Reception</b>

**Wednesday 7/22/15**

8:00 am–4:00 pm	<b>Registration</b>
8:45–9:00 am	<b>Welcome &amp; Opening Comments</b>

**Michael Cain**, City Manager, Boyne City; Chair  
**Michael Young**, City Manager, Rockford; President, MLGMA  
**Stephen Kircher**, President, Boyne Eastern Operations - Boyne Resorts

9:00–10:15 am	<p><b>Learning to Dream Again: A New Transition for Managers</b> In the wake of the recession, local government managers are faced with the new task of retooling their organizations. Now that there is the capacity for growth, managers have to anticipate the changing needs of residents and develop creative strategies to move the community to the next level. At the same time, the profession has to unite around a positive narrative in order to recruit new talent. Dan will lead the discussion on how managers can innovate and reinvent to face today's challenges.</p> <p>Speaker: <b>Dan Gilmartin</b>, Executive Director &amp; CEO, Michigan Municipal League</p>
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10:30 am–Noon	<p><b>Trends that are Impacting Society and Public Service</b> <b>As in the words of the song: "The times they are a changing!"</b> Every public service leader has experienced the realities of changes and impacts on their operation. This workshop examines</p>
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past trends related to society, economics, government, and demographics, and their impacts on local governments. Dr. Lew Bender will discuss the implications of these trends in terms of the future of municipal government leaders. Particular attention will be given to the potential implications for federal, state, and local governments as they manage employment issues and configure services to meet public needs and demands.

Speaker: **Lewis G. Bender** Ph.D. Consulting & Training Services

Noon–1:15 pm

### **Lunch and Session: Local Government Fiscal Conditions**

Each spring, the Michigan Public Policy Survey (MPPS) asks the top elected and appointed officials in each of Michigan's general purpose local governments to assess their jurisdictions' fiscal conditions. In this session, we will preview the most recent data from spring 2015 to see how current fiscal conditions compare to previous years. In addition, we will compare local leaders' own self-assessments to their jurisdictions' Fiscal Indicator Scores (i.e. stress index), originally developed by the Michigan Department of Treasury and now tracked annually by Munetrix. Open-ended survey data on how local leaders assess their jurisdiction's fiscal health help explain discrepancies between the self-assessments and external evaluations, and suggest that both are valuable tools to state and local policymakers interested in monitoring local governments' fiscal health.

Speaker: **Sarah Mills**, Project Manager, Michigan Public Policy Survey

1:30–2:30 pm

### **Breakout Sessions**

#### **We're from the Government and we are Here to Help Michigan Department of Treasury**

Municipal Fiscal Distress from beginning to end.

Speakers: **Randy Byrne**, State Administrative Manager, Office of Fiscal Responsibility

**Brad Coulter**, Emergency Manager, Lincoln Park

#### **Managing Problem Employees: A Different Perspective**

If you are spending the majority of your time, energy and frustration on your least productive and most trouble-causing employees, then you won't want to miss this workshop. You will learn what games are actually being played and why problem employees are motivated to play these games. You will also learn how to turn many of the negatives into positives for your team.

Speaker: **Lewis G. Bender**, Ph.D. Consulting & Training Services

2:45–3:45 pm

#### **What to do When you Hear the Whistle**

This session will focus not only on the ever-growing number of employees who are filing claims as "whistleblowers," but on the rise

in retaliation claims in general. Tips and strategies for investigating and addressing potential claims in a head-on, practical way will be addressed, as well as best practices in the employment setting as it relates to claims of retaliation and discrimination.

Speaker: **Audrey Forbush**, Plunkett & Cooney

### **Recruiting for the Future: Talent Attraction Strategies**

With a significant number of retirements facing local government in the next several years, recruiting new talent to the field will be key to the continued success of our communities. Join this panel discussion featuring a conversation about why students choose (or do not choose) a local government profession, how they look for jobs, and what some employers are doing to successfully recruit and retain the next generation of leaders.

Panel: **April Lynch**, City Manager, Ferndale  
**Jennifer James-Mesloh**, Ph.D., MPA Program  
Director, Northern Michigan University  
**OHM Representative**  
**Student Representatives**

3:00–5:00 pm

### **Family Activities/Tours**

## **Thursday 7/23/15**

8:00 am–1:30 pm

### **Registration**

9:00–10:30 am

### **Strategic Communications**

Reporters, columnists, and editorial writers are the gatekeepers of information, and they are important to have on your side, or at least be informed and fair conveyors of your messages and positions. The more information you provide them, the greater the opportunity for quality and fair coverage. Remember, what they know CAN hurt you. The tips and guidelines presented should increase your comfort and confidence in dealing with reporters in routine and crisis situations. This session will be presented by Lansing's best known and most accomplished communications expert, Kelly Rossman-McKinney, CEO of the Truscott Rossman Public Relations firm.

Speaker: **Kelly Rossman-McKinney**, CEO of the Truscott Rossman Public Relations firm

10:45 am–Noon

### **Breakout Sessions**

#### **Crisis Management: The Aftermath of a Major Storm**

Managing the Aftermath of the Major Storm  
Leadership Matters.

This session will focus on the aftermath of the Fenton Tornado and the East Lansing/Meridian Charter Township Ice Storm. City,

Township and Consumer Energy officials will highlight the challenges of cleaning up after the devastation and what to do when your residents are without power for 11 days in January. From warming shelters to free Subway we have it covered.

Speakers: **George Lahanas**, City Manager, East Lansing  
**Chris Thelen**, Consumers Energy, Public Affairs Manager  
**Fred Cowper**, Fire Chief, Meridian Charter Township  
**Mike Senyko**, Chief of Staff, Michigan Department of State  
**Deborah Guthrie**, Director of Communications, Meridian Charter Township

### **Thinking Outside of City Hall: Making Funding a Community Discussion**

In every community, there are a number of organizations and actors working towards similar ideals. Join the discussion on how communities can build stronger connections with the local nonprofit network and how to identify the right state grant opportunities for your projects! Instead of letting funding become a barrier to success, make it an opportunity for collaboration.

Speaker: **Samantha Harkins**, Director, MML Foundation

Noon–1:15 pm

### **Lunch and League Legislative Update**

League legislative staff will present an update on local government issues being addressed in Lansing and at the federal level.

Noon

### **Golf Outing - Monument**

*36 slots need to be held at nearby course – Dale Kerbyson usually handles the team assignments & sponsor arrangements*

Noon–5:00 pm

### **Family Activities/Tours**

Building a Better Boyne – Cooperative Engagement

- City, Chamber, Schools, Main Street, plus working together

Downtown Development, Boyne City Style

- Meet and talk with real developers. What works, what doesn't

Mini Golf Tournament +

6:00–8:30 pm

### **Reception and Dinner Pre-registration required**

8:30–11:00 pm

### **After Dinner Reception R.W. Baird Reception/Bonfire**

## **Friday 7/24/15**

7:30–8:30 am

### **Breakfast**

8:30–10:00 am

### **Stress Management within the Workplace**

MLGMA members deal with stress every day in our line of work, but how does stress impact you and how do you know when and where to turn for help? Two experts - a psychologist and a wellness consultant - explain stress and healthy ways to deal with stress in this two-part session, sponsored by Arthur J. Gallagher & Co. Participants will learn about ways to better manage stress in themselves and employees.

Speakers: **Kim Nicholson**, Area Vice President, Arthur J. Gallagher & Co.

**Kent Sharkey**, Kent Sharkey, President & CEO, Ulliance

**Ali Payne**, Area Vice President & Wellness Practice Leader, Arthur J. Gallagher & Co.

10:00–11:00 am

### **Managers in Transition – Not if but When**

Mark Wollenweber will review the services provided by the Managers in Transition Committee and how we can reach out to our colleagues who go through transition and crisis. Kathie Grinzinger will discuss what managers can do to be prepared for the search process and the interesting dynamics involved with manager searches around the state.

Speakers: **Mark Wollenweber**, City Manager, Grosse Pointe Shores

**Kathie Grinzinger**, MML Lead Executive Recruiter

11:15 am

### **Closing Comments**

**Michael Cain**, City Manager, Boyne City; Chair, MLGMA Summer Conference Planning Committee

**Michael Young**, City Manager, Rockford; MLGMA President