



The ILCMA Professional Development Committee Presents

Transforming Local Government to Attract and Retain a New-Age Workforce

Local governments are confronted with a variety of issues when approaching new hires. “Who will apply? How will we conduct the interview? What is our strategy for on-boarding them into the organization?” Increasingly, these questions have become commonplace and are now often replaced with, “What can we do to attract talent that may otherwise seek positions in the private sector?”, “Will this new hire have expectations that differ from the organization norm?” and “How can we prepare our organization to offer an inviting work environment while maintaining our operations and services?”

Please join us in a discussion of practical ways to encourage organizational change. Find out how to be on the forefront of making great hires, keeping them engaged and committed to public service. This panel of experts in the field will discuss the changing trends of the local government work-force—Millenials who want to work odd hours, returning Veterans with education and skillsets that are not easily transferrable to a resume, nursing Mothers with federal protection requirements and Fathers on FMLA. These trends are likely here to stay, so find out from our panel of experts on the best way to approach these issues.

Slated panelists include: **Thomas R. Campion, Ph.D.**, *Campion, Barrow, and Associates*; **Meredith Hannah**, *Glen Ellyn Economic Development Coordinator*; **Mary Rath**, *Arlington Heights Human Resources Director*; and **Joellen Earl**, *CEO of GovHR USA*.

PLEASE FEEL FREE TO INVITE YOUR HUMAN RESOURCES STAFF TO ATTEND WITH YOU!

Date:	Thursday, March 17, 2016	
Time:	8:30 a.m.	Registration and Continental Breakfast
	9:00 – 11:30 a.m.	In-depth panel discussion
Location:	Harry Caray’s 70 Yorktown Center Lombard, IL	Addresses ICMA Practice Area 6: Initiative, Risk Taking, Vision, Creativity, and Innovation and Practice Area 12: Human Resources Management
Cost:	\$35 for Professional Development Only \$55 if also attending the Metro Manager Luncheon (\$5 discount) Metro Luncheon Topic: “Crisis Management in Fox Lake” with Anne Marrin Members in Transition – please e-mail or call Alex below to register	
RSVP:	Online Registration (no credit card required): https://www.ilcma.org/?p=3231	
By March 14	Phone in Registration 815-753-5424 Email registration to Alex Galindo at agalindo@niu.edu	

*Cancellations must be made by March 14, 2016.
Any cancellations after that date will require full payment.*