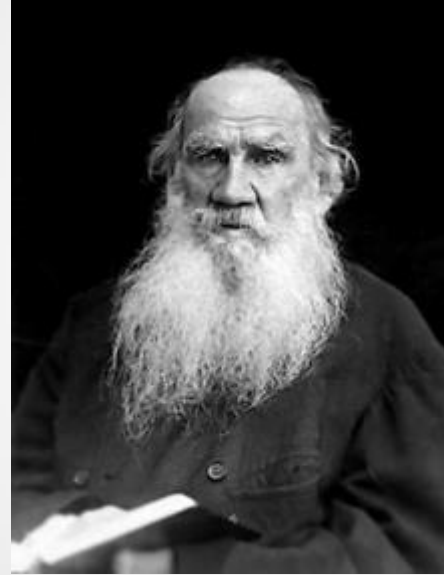




**Is it Time to Move on?  
Yikes! I've Been Fired –  
What's It Like Out There?  
What If I Don't Want to be a  
Manager Again?**

Thursday, June 15, 2017

# Tolstoy Revisited...



Happy councils are all alike; every unhappy council  
is unhappy in its own way

# Career Paths Are Not Always Linear

- Traditional career ladder is more and more rare
- Consider private sector, non profit options as well as department head positions
- Be open to new experiences and “surprise” interests



# Be Prepared!

- Spouse / family needs to be aware of the volatility in the profession
- Endeavor to be financially prepared
- Keep your Resume up to date
- Maintain good professional relationships

# Read the Tea Leaves

- Be mindful of the political and organizational environment
  - It can change and you may need to adapt
- Recognize when a departure may be in the mutual best interest
  - ICMA Code of Ethics Tenet 4: Two year commitment
- Can you wait it out?
  - Would this be responsible to you and your community?



If you find yourself MIT...

... and it was without cause

# Do Not Be Ashamed

- You are not the only one
- If you made a mistake, admit it and own it
  - It will likely be known by prospective employers
  - Rehearse a truthful, factual, succinct and respectful response to what happened
- Be proud of your service and accomplishments
- Extend your successor professional courtesy


# Come to Terms

- Do not let your professional role define who you are
- The next chapter of your life does not have to read like the last
- Reflect on what you enjoyed, what motivated you and what inspired you
  - Use that to help determine what your next step could be
- Know you will get through it



# You Will Get Through It

- It may take time and cause anxiety
- Be confident in your skills, abilities, knowledge and experience
  - You will not be starting from zero
  - You are marketable
- Utilize the resources and support system of our profession



There are two types of Managers.  
Those who have been fired *and* those  
who are about to be.



1. Those who have been fired.







You may need a new perspective.






2. Those who are about to be fired.





KEEP  
CALM  
IT'S THE  
FINAL

COUNTDOWN




There's a trick to the Graceful Exit.  
It begins with the vision to recognize  
when a job, a life stage, a relationship  
is over - and to let go.  
It means leaving what's over  
without denying its value.

Ellen Goodman

[quotebites.com](http://quotebites.com)

# Managing – Personally

- Time to be with yourself
- There will be emotions
- This is a journey you will experience and no one can truly prepare you for
- If you move through the journey you will grow

- 
- Get up every day
  - Get out of the house every day
  - Get back into shape if you feel you're not where you physically want to be
  - Take a religious education class or attend services as often as you need if you feel out of touch with your faith; faith may be a comfort to you as you move through this
  - Don't be afraid to seek counseling, a neutral third party may be of benefit to you because they weren't with you through the events that led to this point in time. They may see things differently and can assist you in navigating your feelings

# Managing – Professionally Utilize the Benefits Provided

- Both ILCMA and ICMA provide benefits to Members in Transitions (MITs) such as:
  - ✓ Membership dues waivers while in transition. ILCMA dues will be waived while in transition; ICMA may waive dues up to three years while in transition.
  - ✓ Ability to participate in educational opportunities at no cost. ILCMA will provide complimentary registration at the winter and summer conferences and professional development workshops. ICMA will provide one (1) 90-minute webinar per month.
- The ILCMA MIT Handbook also offers practical guidance on items such as:
  - ✓ Exit strategy and press relations
  - ✓ Severance agreements and checklists
  - ✓ Job search assistance and guidance
- The ICMA MIT Folder also offers:
  - ✓ A Survivor's Manual for manager and spouses
  - ✓ The ability to take advantage of the Senior Advisory Program
  - ✓ Participate in the bi-monthly conference calls for MITs

# Things to Ponder...

- Time Gap Deterrence
  - ✓ We all look at time gaps in resumes and so does your future employer
  - ✓ Lessen time gaps by obtaining interim positions – Managers, Department Heads or Executive Directors
  - ✓ Why, because it keeps your skills up and knowledge base current
- Contemplate Another Path
  - ✓ If this transition has caused the question, why should I go back consider returning to public service as a Department Head rather than a Manager
  - ✓ Look at non-profits or park districts
  - ✓ Consider teaching the next generation or two
  - ✓ Consider Federal positions at Chicago field offices

# Seek Opportunities to...

- Apply for an MIT Scholarship to attend the ICMA Conference
- Reach out to other MITs in the area to compare notes or discuss strategy; you may be competing for the same positions, keep in mind we're all in this together and we're there to celebrate our successes and to pick each other up when things get tough
- Become an ICMA Committee Member for a committee you might not otherwise been able to participate in due to work related time constraints
- Become a member of the NIU MPA Golf Play Day Planning Committee
- Become a member of your graduate school's Oral Comprehensive Examination panel
- Volunteer at the Illinois Department of Employment Services (IDES) reviewing resumes of others with less knowledge and job experience
- Volunteer at your favorite non-profit, they can use the benefit of your experience

# Consider Using Alternate Resources Such as...

- CareerPlace & the Executive Network Group of Greater Chicago, Inc.
  - ✓ Non-profits that assist individuals and executives in job searches and career transitions
  - ✓ Geared towards the private sector but provide:
    - An excellent job search curriculum that includes intense interview preparation and managing your on-line reputation
    - Personal coaching
    - Skills workshops such as “The Benefits of Being Overqualified...”
    - The ability to provide volunteer opportunities that match your skills to non-profits that will appreciate your knowledge and experience

CareerPlace  
<http://mycareerplace.org>

Executive Network Group of Greater Chicago, Inc.  
[www.engchgo.org](http://www.engchgo.org)



## Other Career Considerations

- Switching Regions of the Country – Plan Ahead!
- Be Prepared to be Offered the Top Job
- Work/Life Balance

# Final Thoughts...

- Not everyone goes through a termination but it is better to be prepared than surprised.
- Working harder has rarely if ever saved a manager from termination and yet...
- If you go through a termination, remember what you have accomplished for the community, the organization and the profession. Let go of the anger.
- Local government management is hard and complicated, but that is absolutely what makes it worthwhile.

# Questions?

- Heidi Voorhees, President, GovHRUSA, Moderator
- Scott Hartman, Deputy County Administrator, McHenry County
- Cara Pavlicek, Village Manager, Oak Park
- Dawn Wucki-Rossbach, Business Manager, Lake County Sheriff's Department