

Be Prepared to Lead:
Ready, Set, Soar!

TENTATIVE SCHEDULE

WEDNESDAY, JUNE 13

DOUBLETREE HOTEL

9:00 A.M. – 1:00 P.M.

Registration Open

8:00 A.M.

Golf

18-Hole Scramble and Conventional
Golf: Gateway National

1:00 P.M. – 3:30 P.M.

Pre-conference Workshop

Doable, Scalable, Bearable:
The Succession Planning Program
You'll WANT to Implement

1:00 P.M. – 5:00 P.M.

Exhibitor Set-up

3:00 P.M. – 5:00 P.M.

Registration Open

6:00 P.M.

Cardinal Baseball Game

Bus transportation: 5:30 p.m.

THURSDAY, JUNE 14

GATEWAY CONVENTION CENTER

6:30 A.M. – 7:15 A.M.

Legacy Walk

7:45 A.M. – 8:45 A.M.

Registration and Breakfast

8:30 A.M. – 9:30 A.M.

Welcome & Keynote Address

Political Astuteness: Bridging the Gap
Between What is Politically Acceptable
and Administratively Sustainable by
Professor Emeritus John Nalbandian

9:30 A.M. – 9:45 A.M.

Break in Exhibit Hall

10:30 A.M. – 5:00 P.M.

Mock Interviews and Resume Reviews

9:45 A.M. – 11:30 A.M.

Plenary Session:

Ferguson: The Rush to Judgment

11:30 A.M. – 1:45 P.M.

Lunch & Annual Business Meeting

Luncheon Keynote by Michael Gillette, Ph.D.
Ethical Issues in Local Government

1:45 P.M. – 2:15 P.M.

Dessert in Exhibit Hall

2:15 P.M. – 3:30 P.M.

Breakout Sessions:

Session 1: More with Professor Emeritus
Nalbandian

Session 2: Creating Destinations as an
Economic Development Engine

3:30 P.M. – 3:45 P.M.

Break in Exhibit Hall

3:45 P.M. – 5:00 P.M.

Breakout Sessions:

Session 1: Capital Improvement Planning:
Making a Significant Impact in your Community

Session 2: Human Resources Hot Topics:
Recruiting and Flexible Work Arrangements

6:00 P.M. – 8:00 P.M.

Reception, Dinner & Awards

8:00 P.M. - 10:30 P.M.

ILCMA Social Event

FRIDAY, JUNE 15

8:00 A.M. – 9:00 A.M.

Breakfast

9:00 A.M. – 10:15 A.M.

Breakout Sessions:

Session 1: Retail of the Future: What it
Means for Local Revenue and the Land
Use Environment

Session 2: Savvy Socializing:
Connections for Impact

10:15 A.M. – 10:30 A.M.

Break

10:30 A.M. – 11:45 A.M.

Closing Keynote by Jan Hargrave

*Actions Speak Louder than Words:
Strictly Business Body Language*

WEDNESDAY PRE-CONFERENCE SESSION

Pre-Conference Session Additional Cost: \$40

Be sure to sign up on the registration form!

1:00 – 3:30 P.M.

Doable, Scalable, Bearable: The Succession Planning Program You'll WANT to Implement

Pending retirements or other employee attrition keeping you up at night? Succession planning doesn't need to be a stressor and this session will give you the tools you need to sleep easy! Participants will engage in an interactive session which covers assessing your situation, identifying critical positions, engaging with potential succession candidates, defining competencies and measuring program progress. We'll keep the PowerPoint slides to a minimum and instead work together on real-life scenarios using tools you can bring back to your organization.

Learning Objectives:

1. Understand the key components of a succession planning framework.
2. Learn how to identify critical positions, develop competencies for those positions, identify potential succession candidates and prepare those candidates for succession into critical positions.
3. Understand the link between succession planning, performance management and employee engagement.
4. Use tools such as the 3-3-3 exercise, 9-box framework and the talent profile.

Speakers:

Caitlin Humrickhouse, Consulting Manager, Baker Tilly
Allison LeMay, Senior Consultant, Baker Tilly

Addresses: ICMA Practice Area: 1.3. Human Resources Management and Workforce Engagement
Technological Literacy



THURSDAY OPENING KEYNOTE SPEAKER John Nalbandian, Professor Emeritus

8:30 – 9:30 A.M.

Political Astuteness: Bridging the Gap Between What is Politically Acceptable and Administratively Sustainable

The biggest risk any government faces is the loss of trust. Trust is the capital necessary to take risks, to innovate, to learn from one's mistakes. Trust is earned as governments are able to get things done—to produce results. The production imperative requires bridging an ever-present gap

between what is politically acceptable and what is administratively sustainable (what do we want to do and can we do it over time).

The challenge today is that bridging the gap is becoming more complex and challenging and the concept of the "leadership team" has become more salient as a result. Leadership team members are challenged to do more than manage their departments; they add value as they are able to work the bridge. Working the bridge requires "political astuteness." The politically astute are "bi-lingual." They can speak, understand, and translate political and administrative mindsets.

There are two paths to becoming bi-lingual. The first is understanding that efficiency is one of four fundamental political values and that building political acceptability requires working with the values. The second is recognizing that while governing body members and administrative professionals use the same words to communicate with each other, they actually are operating from different constellations of logic.

The workshop introduces the gap concept, then explores the values and the constellations of logic.

Addresses: ICMA Practice Areas: 6. Strategic Leadership and 8. Policy Facilitation and Implementation

THURSDAY MORNING SESSION

9:45 – 11:30 A.M.

Ferguson: The Rush to Judgment

During a natural disaster, people rush to help. During a man-made disaster, people rush to judgment. Former City Manager John Shaw and Former Assistant City Manager / Interim City Manager Pam Hylton recount their experiences managing the City of Ferguson, MO, during the Fall 2014 to Spring 2015 following the officer involved shooting that turned into an international event. They will discuss how they worked to address the needs and safety of residents, protesters, police and city staff while ensuring basic services were delivered. This had to be done during an intensive federal investigation with minimal assistance from the state and federal government, while also looking at policy changes to address the legitimate concerns this event brought to light. Pam and John will discuss their perspectives from their different roles in government and talk about how this period of social unrest affected them during and following those events, as well as what lessons they have learned.

After their presentation, Dr. John Nalbandian will moderate a question and answer period that will include round table discussions about how communities can better prepare for community upheaval, as well as how they can head it off by promoting civil discourse.

Learning Objectives:

1. Learn the importance of emergency operations planning with your Council and Staff as well as key community members. It's not just for public safety personnel anymore.
2. Learn how to prepare your management team. Learn how to keep them informed during a crisis and for them to be flexible to take on different duties with little notice.
3. Learn that you must follow your heart and intuition. During a crisis, you will get a lot of advice and some of it will be bad. You know the difference between right and wrong and have a code of ethics - stick with it!
4. All residents matter, not just voters. It is imperative for communities to be reaching out to ALL of their residents. City managers and department heads must find a way to get feedback from those who are not engaged. Now more than ever, we need to find a way to interface with them, even if it is on their terms and not ours.

Speakers:

John Shaw, CTS Group
Pam Hylton, Assistant City Manager,
Richmond Heights, MO

Addresses: ICMA Practice Areas: 1. Personal and Professional Integrity, 2. Community Engagement, 3. Equity and Inclusion, 5. Personal Resiliency and Development, 9. Community and Resident Services, and 14. Communication and Information Sharing

11:30 A.M. – 1:45 P.M.

Luncheon and Annual Meeting

Luncheon Keynote: Ethical Issues in Local Government by Michael A. Gillette, Ph.D.

This highly interactive, case-based discussion will consider a series of ethical issues that are associated with the provision of services in the public sector. We will begin by examining a pragmatic approach to careful ethical analysis and then move on to a discussion of issues of specific interest to those working in local government. Topics may include organizational and leadership ethics, managing conflicting expectations from elected officials, staff members, citizens and other stakeholders, maintaining appropriate professional boundaries, and the ethical management of resources in an environment of scarcity. Case studies will be drawn from all departments and areas of public service.

THURSDAY AFTERNOON SESSIONS

2:15 – 3:30 P.M.

BREAKOUT SESSIONS

Session 1: MORE with Professor Emeritus John Nalbandian

Dr. Nalbandian will facilitate a session around YOU! The session will start by asking “what was important to you from the keynote.” Other questions include “Are some staff better at working the bridge between political acceptability and administrative sustainability?” If so, what separates them from others? “Is their difference between a management team and a leadership team? If so, what is it? What do leadership team members expect from each other? From the CAO? What does the CAO need from members of a leadership team that might differ from what they would expect from a management team?”

Learning Objectives:

1. What separates those who are politically astute from those who are not?
2. What is the difference between management team and leadership team.
3. How does the CAO create an environment that encourages development of a leadership team?

Addresses: ICMA Practice Areas: 6. Strategic Leadership and 8. Policy Facilitation and Implementation

Session 2: Creating Destinations as an Economic Development Engine

Promoting tourism is easy for some communities. Oceans, mountains, and historic landmarks have their own natural appeal. How do local governments attract visitors without these types of attractions?

This session will discuss how sports tourism and experience-based local businesses drive economic development in the cities of O’Fallon and Evanston. O’Fallon created a sports tournament mecca for soccer, baseball, and softball that is driving hotel room nights and economic activity. Evanston is utilizing its historic downtown into a hub for cultural activities.

Learning Objectives:

1. How to maximize local assets for tourism and economic development.
2. How to develop destinations that can drive economic development.
3. Funding options for creating destinations.

Moderator: Kimberly Richardson, Acting Administrative Services Director, City of Evanston

Speakers:

Walter Denton, City Administrator,
City of O’Fallon
Grant Litteken, Assistant to the City
Administrator, City of O’Fallon
Wally Bobkiewicz, City Manager,
City of Evanston
Cindy Plante, Economic Development
Coordinator, City of Evanston

Addresses: ICMA Practice Areas: 8. Policy Facilitation and Implementation and 10. Service Delivery

3:45 – 5:00 P.M.

BREAKOUT SESSIONS

Session 1: Capital Improvement Planning – Making a Significant Impact in your Community

Capital improvements often represent the most significant and visible investments made by communities. City Managers are pressured by elected officials, businesses, and residents to prioritize improvements that have the greatest impact. Maintaining high-quality infrastructure is essential to the economic vitality and quality of life of communities. A quality capital planning and budgeting process helps communities make smart investments in infrastructure and, thereby, investments in the future.

Learning Objectives:

1. Learn about best practices for planning, implementing, and amending capital improvement plans.
2. Learn about identification of capital and maintenance expenditures, budget development and execution, asset management, and project tracking.
3. Systematically evaluate competing demands for resources reflecting the entity’s long-term goals and objectives.
4. Understand the two most important references in the development of the CIP — the strategic /comprehensive plan and the budget policy — as well as associated components
5. Learn how to effectively take the lead in your community by empowering your department heads and setting common goals across departments

Speakers:

Mitch Bair, AICP, City Manager, City of Collinsville
Derek Jackson, AICP, Assistant City Manager/
Coordinator of City Services, City of Collinsville

Addresses: ICMA Practice Areas: 6. Strategic Leadership, 7. Strategic Planning, and 9. Community and Resident Service

Session 2: Human Resource Hot Topics – Recruiting and Flexible Work Arrangements

This session will focus on the opportunities and challenges posed by modern HR practices in the government environment.

Learning Objectives:

1. Recruiting top talent.
2. Retaining top talent.
3. Flexible work arrangements.
4. What are the logistics and challenges with recruiting, retaining, and flexible work environments in government?

Speakers:

R. Michael Lowenbaum, Principal, Jackson Lewis Law Firm
Michael J. Earl, Senior Vice President,
GovTemps USA
Joy J. Duce, SPHR, Partner-in-Charge, Human Resources Consulting Services, Sikich LLP

Addresses: ICMA Practice Area: 13. Human Resources Management and Workforce Engagement

FRIDAY MORNING BREAKOUT SESSIONS

9:00 – 10:15 A.M.

Session 1: The Future of Retail: What it Means for Local Revenue. What it Means for the Land Use Environment

The traditional retail model that cities have relied on as a significant revenue engine is imploding at a rapid rate. The number of bankruptcies, closures, and developments being returned to lenders is increasing. This session will discuss how this trend began, how retailers are evolving, how to analyze your existing retail business base, and what other cities have done to reuse faltering retail developments.

Learning Objectives:

1. Evolution of mall development. Understand the shift in consumer lifestyles and the way consumer shopping has occurred.
2. How municipalities (home rule and non-home rule) can cope with the decrease of retail revenues.
3. How a financial management plan can be utilized as a tool in your long-term planning (e.g., CIP, revenue shortfalls, etc.).

Speakers:

Jennifer Tammen, Municipal Advisor/Principal, Ehlers

John Brancaglione, Vice President, PGAV Planners
Keith Lord, President Managing Partner, The Lord Companies

Paul Ellis, Director of Economic Development for Fairview Heights

Addresses: ICMA Practice Areas: 6. Strategic Leadership, 8. Policy Facilitation and Implementation, 9. Community and Resident Service, 10. Service Delivery, and 12. Financial Management and Budgeting

Session 2: Savvy Socializing – Connections for Impact

Discover what type of Networker you are and how to set goals and evaluate your networking experience. Setting expectations with what to wear, what to eat, how to work the room and walk away with quality contacts is key. We will discover why building relationships is so important to productivity and making a real impact on your success.

Learning Objectives:

1. What type of networker they are.
2. Balance between social networking and real-life networking.
3. Quality relationships vs. quantity relationships.
4. Taking online connections to the real world.

Speaker:

Melenie Broyles, Etiquette Saint Louis

Addresses: ICMA Practice Area: 5. Personal Resiliency and Development

FRIDAY CLOSING KEYNOTE SPEAKER

Jan Hargrave

10:30 – 11:45 A.M.

Actions Speak Louder than Words: Strictly Business Body Language



What does it mean when the person you are talking with points his feet away from you? Where is the best place to stand in a room if you want people to notice you? If a person touches his nose too much, is he lying to you? What's the secret to making a good first impression? The answers to these questions and many more body language secrets will be revealed in Jan Hargrave's session. Since the silent messages of the body reveal more than the spoken word in conveying true feelings and attitudes, understanding this valuable science is imperative for successful conversations. Author of Let Me See Your Body Talk, Judge the Jury, Freeway of Love, Strictly Business Body Language and Poker Face, Jan Hargrave's fascinating presentation gives you the advantages you need to make in-depth character assessments and zone in on what others are saying to you without words.

In an insightful and engaging manner, Ms. Hargrave analyzes the components of body language and reveals how every flick of your wrist or slight change in your vocal tone reflects your inner secret thoughts and feelings. Since an estimated one thousand different nonverbal factors contribute to the message you send in every interaction, bring your body and your curiosity to Jan's session to discover that there is no erase button on "first and lasting impressions!"

Addresses: ICMA Practice AreaS: 5. Personal Resiliency and Development and 14. Communication and Information Sharing

YOUR HIGH FLYING CONFERENCE COMMITTEE

Chair, Mike Cassady, Village Manager, Mount Prospect

Brian Wright, FGM Architects

Mitch Bair, City Manager, Collinsville

Erika Storlie, Deputy City Manager, Evanston

Ghida Neukirch, City Manager, Highland Park

Katy Rush, Retired

Steve Vinezeano, Village Manager, Niles

Kurt Carroll, Village Administrator, New Lenox

Kimberly Richardson, Assistant to the City Manager, Evanston

Scott Smith, City Manager, Charleston

Paula Schumacher, Village Administrator, Bartlett

Katarzyna Thake, Assistant to the Village Manager, Niles

Tom Gavin, Baird

Krisztina Dommer, Sikich

Tia Incapreo, Account Executive, Gallagher

Phil Kiraly, Village Manager, Glencoe

Ben Gilbertson, Management & Operations Analyst, Lake County

Laura Ditanto, Assistant Public Works Director, Libertyville

John Shaw, CTS Group

Pam Hylton, SLACMA Representative, Richmond Heights

Danielle Melone, Siemens

Walter Denton, Village Administrator, O'Fallon

Doug Brimm, Village Administrator, Trenton

John Doria, Christopher B. Burke

Dawn S. Peters, Executive Director, ILCMA



ILCMA 2018 | SUMMER CONFERENCE



MOCK INTERVIEW & RESUME REVIEW APPOINTMENTS.....

The ILCMA Membership Services Committee is pleased to offer to conference attendees one hour mock interview and one hour resume review services. These services will be offered by Heidi Voorhees, GovHR USA. Appointments are available on June 14 (10:30 a.m. – 5:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu or call her at 815-753-0923 to schedule your appointment.

SOCIAL EVENT INFORMATION.....

Wednesday, June 13

8:00 A.M. SHOTGUN START FOR GOLF AT GATEWAY NATIONAL GOLF LINKS, 18 GOLF DRIVE, MADISON, IL 62060

Cost: \$78 (includes lunch and cart)

EVENING ACTIVITY:

Cardinals vs Padres Baseball

Cost: \$20/ticket

Game time: 7:15 p.m.

Theme Ticket Event: Star Wars Night

Join the fun on Wednesday, June 13 as Busch Stadium is transformed with Star Wars-themed sights and sounds - making it a night that no Jedi or Redbird will want to miss! Fans who purchase a special Star Wars Night Theme Ticket (ILCMA tickets ARE NOT themed tickets) will receive this one-of-a-kind Star Wars/Cardinals jersey featuring birds on a light saber. A portion of the proceeds from each ticket sold will be donated to Stand Up 2 Cancer and your favorite Star Wars characters will be located around the ballpark for photo ops! Requires special Theme Ticket voucher.

Transportation Schedule:

5:30 P.M. Bus transportation begins from Gateway Center, 1 Gateway Dr, Collinsville to Ball Park Village/Busch Stadium, 700 Clark Ave, St. Louis, MO

9:30 P.M. 1st Departure from Busch Stadium, 700 Clark Ave, St. Louis, MO to Gateway Center

10:30 P.M. 2nd Departure from Busch Stadium, 700 Clark Ave, St. Louis, MO to Gateway Center

Thank you to:

Grand Slam Sponsor: Siemens Industry

Home Run Sponsors: Christopher B. Burke Engineering and Gallagher

RBI Sponsors: Comcast, HR Green, Aqua Illinois, and Gov HR USA

Thursday, June 14

6:00 – 8:00 P.M. ILCMA AWARDS DINNER AT GATEWAY CENTER

8:00 – 10:30 P.M. NETWORKING/MUSIC/GAMES/DRINKS AT THE DOUBLETREE

Wear your favorite baseball team's jersey! Join your colleagues as we enjoy the night in the atrium area of the DoubleTree for music, games, and networking with friends and colleagues! Two drink tickets per person will be provided to be used on a beverage of choice.

ILCMA 2018 SUMMER CONFERENCE

ACCOMMODATIONS.....

THE DOUBLETREE HOTEL

1000 EASTPORT PLAZA DRIVE, COLLINSVILLE, IL

Phone: 866-235-4657 or 618-345-2800

Room Rate: \$109 plus tax

Room reservations can be made directly with The DoubleTree by calling 866-235-4657. Be sure to reference ILCMA Summer Conference 2018. All reservations should be received by the Hotel no later than 5/18/2018. After this date, reservations will be accepted on a space available basis only.

THREE EASY WAYS TO REGISTER.....

ON-LINE

ilcma.org/conferences

FAX

815-753-6900

MAIL

Send completed registration form and payment to:

Outreach Services Registration Office

Northern Illinois University

DeKalb, IL 60115

Phone: 800-345-9472

REGISTRATION DEADLINE.....

REGISTER BY JUNE 8, 2018

For a full refund, you must cancel your registration by June 8, 2018. Cancellations after June 8 will be assessed a \$50 cancellation fee.

REGISTRATION RATES.....

ILCMA Member (includes all meals): \$200

First time attendee* (includes all meals): \$150

Student (includes all meals): \$50

Student Scholarships are available!

Non-ILCMA Member (includes all meals): \$300

Pre-Conference Workshop: \$40

Dress: Business casual

How to Save on Costs:

Carpool with your colleagues from a neighboring community.

Share a room (especially nice to invite an MIT to be your guest).

*First 10 online registrations for NEW corporate (voting) members who are first time summer conference attendees are free. There will be 5 waivers for managers/administrators and 5 waivers for assistants/assistant to/management analyst. Fees are waived for "in transition" managers and spouses/partners.