

Shaping a Future Together

ILCMA WINTER CONFERENCE

February 7 - 9, 2024

Tentative Schedule

Wednesday, February 7

12:30 p.m.
Registration Open

1:00 – 4:00 p.m.
Exhibitor set-up

1:00 – 4:00 p.m.
Pre-Conference Session:
Making Your Local Government
Message Sing

6:00 – 6:30 p.m.
MIT Reception with Senior Advisors

6:30 – 7:00 p.m.
Welcome First Time Attendees,
Scholarship Winners, & New to the
Profession

7:00 – 9:00 p.m.
Welcome Reception hosted by
Downstate/SWICMA

Thursday, February 8

8:00 – 8:50 a.m.
Breakfast

8:50 – 10:00 a.m.
Welcome/Introductions/Keynote:
Lead Simply
MODEL. CONNECT. INVOLVE.
Presented by Holly Hoffman

10:00 – 10:30 a.m.
Break in Exhibit Hall Open

10:30 a.m. – 4:00 p.m.
Resume Reviews/Mock Interviews

10:30 – 11:45 a.m.

Concurrent Sessions

Session 1: The Power of Tax
Increment Financing

Session 2: Handling Hard
Conversations

11:45 a.m. – 12:45 p.m.

Lunch & ICMA Updates
ICMA Update – Matt Fulton, ICMA
Midwest Regional Director

12:45 – 1:45 p.m.

Luncheon Keynote:
*Unlocking the Potential of AI:
How Local Governments Can Lead
the Way*
by Alex Goryachev, Technology
and Innovative Strategist

1:45 – 2:15 p.m.

Break in Exhibit Hall

2:15 – 3:30 p.m.

Concurrent Sessions

Session 1: The Practical Aspects
of DEI

Session 2: Putting Your Strategic
Plan into Action

3:30 – 3:45 p.m.

Break

3:45 – 5:00 p.m.

Concurrent Sessions

Session 1: Q & A for Aspiring
Managers/Administrators:
How to Succeed as a Local
Government Leader

Session 2: Senior Advisor Insights:
Legends of the Round Table

5:30 – 6:15 p.m.

Reception at Medici's

6:15 – 7:00 p.m.

Dinner at Medici's

7:15 – 8:15 p.m.

Comedy at the Normal Theater

8:30 – 11:30 p.m.

IAMMA Social Event at Medici's

Friday, February 9

6:15 a.m.

ILCMA 5K Run/1.5M Walk
Meet in Marriott Lobby

8:00 – 9:00 a.m.

Breakfast with Brad
Legislative Update – Brad Cole,
Executive Director, IML

9:00 – 10:15 a.m.

Concurrent Sessions

Session 1: Developing Local
Government Leaders

Session 2: Collaboration Lab

10:15 – 10:30 a.m.

Break

10:30 a.m. – Noon

Closing Keynote:
*Leadership and Mental Health:
Having Resiliency in a Troubled
World*
by Desmond Lomax



Session Information

WEDNESDAY, FEBRUARY 7

1:00 – 4:00 p.m. PRE-CONFERENCE WORKSHOP
Pre-Conference Session Registration Cost: \$45

Making Your Local Government Message Sing

Local government communications don't have to be dull or boring. Like a good song, presenting decisions, project news, service offerings, or even budget updates can resonate with your audience with the right appeal to their "heads" and "hearts". Join to learn how to build and improve your communications message, and skills to build skills, build confidence, and build community!

Do you or your staff want to be confident and influential at the following?

- Sharing background and soliciting input on an upcoming public works project
- Inviting feedback on your comprehensive plan
- Presenting next year's budget in ways that are really understandable
- Deepening relationships with local businesses
- Presenting at regular meetings or public presentations
- Telling your town's "story" at conferences and other venues including video

Learning Objectives

1. Understand the importance and power of your public sector communications.
2. Identify the needs of the wide range of audiences you face.
3. Learn steps to prepare and confidently deliver effective live, written, and/or digital communications.
4. Explore considerations when deciding which form of communication to use.
5. Craft and practice one short presentation.

Speakers

Anne Kritzmire
Cassandra Vohs-Demann

Addresses ICMA Practice Areas: 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); 14 (Communication and Information Sharing)

THURSDAY, FEBRUARY 8

8:50 – 10:00 a.m.

Welcome / Introductions Opening Keynote

Lead Simply

MODEL. CONNECT. INVOLVE.
by Holly Hoffman

Leadership is not complex. Leadership at its core is simple, but not always easy. A simple leadership framework consists of three words:

- model
- connect
- involve

True leadership is not just words, it's action. We must model the behavior we want to see, connect with the people you lead, and involve them as much as possible.

Learning Objective

To identify and discover what you want to see more and less of in your leadership skills to create that special team of people.

"Great leaders don't tell you what to do, they show you how it's done."

~ Unknown

Addresses ICMA Practice Areas: 4 (Staff Effectiveness); 6 (Strategic Leadership); 13 (Human Resources Management and Workforce Engagement); 14 (Communication and Information Sharing)

10:30 – 11:45 a.m.

Concurrent Sessions

Session 1: The Power of Tax Increment Financing

During the session, we will explore the policy considerations, strategies to mitigate risk, and financial options available to create a successful tax increment financing district. We will share examples and case studies along the way.

Learning Objectives

1. How to build support for a TIF district within the community and impacted taxing bodies.
2. Municipal considerations when creating TIF Districts, evaluating development proposals, and determining feasibility.



Join us!
REGISTER TODAY

3. Strategies that could be implemented to mitigate a municipality's risks.
4. Financing vehicles that could be leveraged and key credit factors to secure financing in this market environment.

Moderator

Kathy Thomas, Ice Miller LLP

Panelists

Dalena Welkomer, Director, Baird Public Finance

Gwen Crawford, Vice President, The Economic Development Group, Ltd.

Herbert J. Klein, President, Jacob & Klein, Ltd.

Dan DiSanto, Village Administrator, Oswego

Dave Noble, Economic and Community Development Director, Ottawa

Addresses ICMA Practice Areas: 2 (Community Engagement); 8 (Policy Facilitation and Implementation); 10 (Service Delivery); 12 (Financial Management and Budgeting)

Session 2: Handling Hard Conversations

Have you been avoiding a hard conversation? Worried about saying the wrong thing or managing emotions (yours or the other person's)? What to become better at addressing negative performance or correcting different expectations?

Few people enjoy having difficult conversations, but we all know they are necessary. Whether you are interacting with direct reports, peers, supervisors, or people in your personal life, this workshop will help. We'll explore both solid theory and practical techniques in a penalty-free environment tailored to the needs of public sector leaders.

Learning Objectives

1. Identify your patterns in managing difficult conversations.
2. Learn steps to prepare for a difficult conversation.
3. Learn tools and techniques for holding and participating in healthy dialogue.
4. Practice tools and skills for keeping on track when emotions rise, or the conversation goes negative.
5. Describe key behaviors leaders use to create a culture that supports having difficult conversations with greater ease.

Speaker

Anne Kritzmire

Addresses ICMA Practice Areas: 5 (Personal Resiliency and Development) and 14 (Communication and Information Sharing)

11:45 a.m. – 12:45 p.m.

Lunch & ICMA Update

by Matt Fulton, ICMA Midwest Regional Director

12:45 – 1:45 p.m.

Luncheon Keynote: Unlocking the Potential of AI: How Local Governments Can Lead the Way

by Alex Goryachev, Technology and Innovative Strategist

The buzz around AI has reached a fever pitch, with many organizations struggling to separate fact from fiction. As AI continues to revolutionize all areas of our life, it's more important than ever to understand its potential impact and how to best prepare for the future. In this keynote, we'll explore the current state of AI, debunk common myths, and dive into practical applications for municipalities.

Learning Objectives

1. Understand the current and future landscape of AI.
2. Identify and debunk common myths and misconceptions about AI.
3. Explore practical applications of AI in municipal government.

Addresses ICMA Practice Area: 11 (Technological Literacy)

2:15 – 3:30 p.m.

Concurrent Sessions

Session 1: Practical Aspects of DEI

We're all interested in implementing a diversity, equity, and inclusion (DEI) program but how to do so effectively can be difficult at best. There are numerous training courses out there that address DEI as a concept but few that help us understand and plan for the practical implications of implementing a DEI program in a municipal setting. Look no further! Please join us for a panel discussion of your colleagues who have first-hand experience with realizing a DEI program. Our panelists will discuss their successes and any pitfalls of implementing a DEI program and what you should know about implementing your own program.

Learning Objectives

1. Why you should implement a DEI program for your organization.
2. Understanding the practical aspects of a DEI program that should be considered when you're implementing.
3. Learning how to navigate those issues to make your program as successful as possible.

Moderator

Kelly Coyle, Clark Baird Smith LLP

Panelists

Gary Williams, City Manager, Carbondale

Lamar Jones, Assistant to the Village Manager, Lincolnwood

Laura Newman, City Administrator, Batavia

Rachel Joy, Equity and Engagement Director, Champaign

Addresses ICMA Practice Areas: 3 (Equity and Inclusion); 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); and 13 (Human Resources Management and Workforce Engagement)

Session 2: Putting a Strategic Plan into Action

Putting a strategic plan into action can be a difficult task. Many organizations struggle with translating a strategic plan into actionable steps for implementation. This session introduces key elements of project management as an approach to planning the implementation of a strategic plan. The session will discuss the project-approach to management along with systems for planning personnel, budgets, schedules, and project monitoring. The session will conclude with a discussion of resources for further learning in project management.

Learning Objectives

1. Identify the key obstacles to translating a strategic plan into an implementation plan.
2. Define the project management approach to oversight and planning of strategic initiatives.
3. Develop strategies for connecting strategic plans to project budgets, personnel, schedules, and reporting systems.
4. Provide access to resources for further education in project management.

Moderator

Cory Plasch, CP2 Consulting

Speakers

Dr. Scott Robinson, Chair and Professor,
Department of Public Administration, NIU
Ben McCready, Assistant City Administrator, Geneva

Addresses ICMA Practice Area: 7 (Strategic Planning)

3:45 – 4:45 p.m.

Concurrent Sessions

Session 1: Senior Advisor Insights: Legends of the Round Table

The Senior Advisors will introduce pertinent topics and then utilize a round table format to zero in on the issues with the attendees. The Senior Advisors will rotate tables after each question so the attendees can receive the wealth of knowledge our Senior Advisors bring to our organization. Join our Senior Advisors as they continue to offer words of wisdom.

Speakers

ILCMA/ICMA Senior Advisors
Steve Carter
John Marquart
John Phillips
Brad Townsend
Robin Weaver

Addresses ICMA Practice Areas: 1 (Personal and Professional Integrity) and 5 (Personal Resiliency and Development)

Session 2: Q&A for New and Aspiring Managers/ Administrators: How to Succeed as a Local Government Leader

While much focus is placed on the role of the city manager, leadership in local government is not limited to this position. In this session, attendees will learn the career paths traveled by senior leaders in diverse management roles and what skills and tools they find important for success in their specific roles.

Learning Objectives

1. How to prepare oneself to advance.
2. How to determine an appropriate career path and end goal.
3. How to build substantial relationships.
4. Skills and tools necessary to succeed in leadership.

Moderator

Jodi Luka, Village of Fox Lake, Community & Economic Development Director

Panelists

Heather Galan, Director of Public Works,
Village of Gurnee
Sharon Tanner, Assistant Village Manager,
Village of Glencoe
Evan Walter, Village Administrator, Village of Burr Ridge
Justyn Miller, Assistant Village Administrator,
Village of Berkeley

Addresses ICMA Practice Area: 18 (Personal Development)

FRIDAY, FEBRUARY 9

6:15 a.m.

ILCMA 5K Run/1.5M Walk

8:00 – 9:00 a.m.

Breakfast with Brad Cole, IML Executive Director: Legislative Update

9:00 – 10:15 a.m.

Concurrent Sessions

Session 1: Developing Local Government Leaders Local government has experienced major workforce shifts which have accelerated in recent years. Attracting, developing, and retaining talent in the industry remains top of mind for leaders. The purpose of this session is to learn how communities are growing, developing, and retaining the future leaders of the industry.

Learning Objectives

1. Communicate the value of establishing a leadership development program.
2. Identify resources available.
3. Develop an implementation plan.

Moderator

Scott Coker, City Administrator, Macomb

Panelists

Dr. Pam Gallahue, Deputy City Manager, Naperville

Steve Miller, City Administrator, Effingham

Schenita Stewart, Chief of Police, Evanston

Addresses ICMA Practice Areas: 4 (Staff Effectiveness); 6 (Strategic Leadership); and 13 (Human Resources Management and Workforce Engagement)

Session 2: Collaboration Lab

The challenges and opportunities communities face are growing in complexity and scale. Public leaders across local government are having similar conversations about the big topics. Since local government is a collaborative industry, we should work together to identify solutions. In this session, you will work with your peers to create recommended recipes towards solutions to the major topics of discussion in the industry.

Topics the group will explore include:

- Meeting modern expectations for service delivery
- Leveraging and managing artificial intelligence
- Administrative support when implementing the SAFE-T Act
- Engaging and retaining public sector employees

Learning Objectives

1. Identify the challenges and opportunities other communities are experiencing.
2. Create recipes to recommend solutions to the major challenges in local government.
3. Discover peer resources.

Facilitators

Jodi Luka, Community & Economic Development Director, Fox Lake

Ryan Doyle, Area Vice President, Public Sector, Gallagher

Ralph Nikischer, Director of Spark, MGP

Addresses ICMA Practice Areas: 8 (Policy Facilitation and Implementation); 10 (Service Delivery); and 11 (Technological Literacy)

10:30 – noon

Leadership and Mental Health: Having Resiliency in a Troubled World

by Desmond Lomax

Desmond Lomax is a licensed clinical mental health therapist. He has a background of 20 years in public safety, focusing on criminal justice reform. He entered the corporate world working as a consultant for the Arbinger Institute. Desmond started DNA Health Consultant, concentrating on mental health, physical fitness, and its relationship to work performance. Desmond is a sought-after speaker in the field of mental health. Desmond's non-profit illuminateunity.org focuses on providing mental health resources to students in memory of his oldest son, Mateen, who died from suicide in November 2019.



Learning Objectives

1. Help leadership understand the challenges of work stress and how to successfully navigate work to improve overall wellness.
2. Understand principles associated with work stress, resilience, life balance, and areas of conflict resolution.
3. Leadership will obtain wellness tools to improve overall health.
4. Leadership will also obtain conflict-resolution tools to understand and work with city-elect officials.

Addresses ICMA Practice Area: 5 (Personal Resiliency and Development)



Social Events

Wednesday, February 7

6:00 – 6:30 p.m.

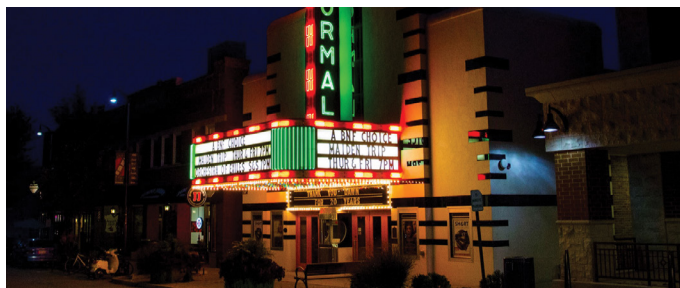
MIT Reception with Senior Advisors

6:30 – 7:00 p.m.

Welcome First Time Attendees, Scholarship Winners, & New to the Profession

7:00 – 9:00 p.m.

Welcome Reception hosted by Downstate/SWICMA
Heavy hors d'oeuvres and cocktails will be served.



Normal Theater



Medici's

Accommodations

Bloomington - Normal Marriott Hotel & Conference Center
201 Broadway Ave, Normal, IL 61761
Phone: 1.888.236.2427

Room Block for Illinois City/County Management Association

\$142 per night plus taxes and fees

Start Date: Tuesday, February 6, 2024

End Date: Friday, February 9, 2024

Last Day to Book: Tuesday, January 9, 2024

Be sure to register for the dinner when you sign up for the conference!

Thursday, February 8

5:30 – 6:15 p.m.

Reception at Medici's

6:15 – 7:00 p.m.

Dinner at Medici's

7:15 – 8:15 p.m.

Comedy at Normal Theater

Enjoy an evening of comedy after dinner with a performance by *Brilliant!* *Brilliant* has been performing together since 2013. While cast members have come and gone, the mission of the troupe has remained the same: to do high-quality comedy with a great group of friends in the Chicago area. While the group was originally founded to be a long-form improv troupe, they have collectively and individually done countless corporate events, short-form improv, stand-up, and sketch comedy. When two of their members founded The Bit Theater, *Brilliant* found its forever home. The current cast includes: Annaliese Munn, Cecilia Romanotto, Mike Herman, Kailey Nelson, Kat Rybarksi, Kelsey Bradt, Phil Green, Ross Myers, Brian Selvaggio, and Michael Bradt.

8:30 – 11:30 p.m.

IAMMA Social Event at Medici's

Table Game Olympics

Do you believe you have what it takes to compete?

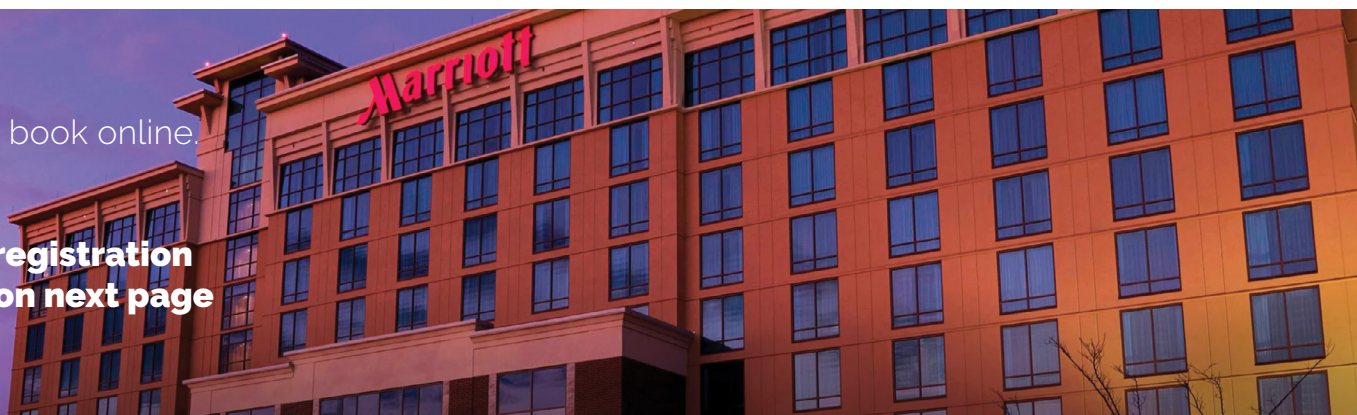
Join us for an evening of epic showdowns, exciting challenges, and endless laughter as we gather to play rounds of cards, games, trivia, and all things fun. Recall the carefree days of youth, when play and imagination ruled.

Whether you're a seasoned pro, a casual gamer, or want to feel like a kid again, this event is for YOU!

What do you know? Who do you know? How can you use your strengths to strategically work your way to the Winner's Podium? Join us at Medici's from 9:30 p.m. to 11 p.m. for an evening of newly forged alliances and meaningful connections. **Game on!**

Click **here** to book online.

**Conference registration
information on next page**



Four Easy Ways To Register

ON-LINE: <https://www.ilcma.org/conferences/>

PHONE: 800-345-9472 FAX: 815-753-6900

MAIL: Send completed registration form and payment to:
Outreach Services Registration Office
Northern Illinois University, DeKalb, IL 60115

Registration Deadline: Register by February 1, 2024

For a full refund, you must cancel your registration by February 1, 2024

Fees are waived for "in transition" corporate members and their spouses/partners

**Click here
to register**

Registration Rates

ILCMA Member \$245

Spouse/Partner \$135 (Wed. Reception, Two Breakfasts, and Thur. 2 Cocktails/Dinner)

Student \$50

(Scholarships available for both full-time and part-time students enrolled in an MPA Program)

Non-ILCMA Member \$425

Thursday 2 Cocktails and Dinner Only (spouse/partner) \$60

Pre-Conference Workshop \$45

First 20 online registrations for NEW corporate (voting) members who are first time winter conference attendees are free or for ILCMA corporate members who have NOT attended a conference in the past five-years. There will be 10 waivers for managers/administrators and 10 waivers for assistants/assistant to/management analysts. There is also a travel stipend of \$245 connected to the complimentary registration. All registrations using this category will be verified with ILCMA records. The travel stipend will require proof of expenditures before the stipend will be granted.

Dress: Business casual

How to Save on Costs

Carpool with your colleagues from a neighboring community or share a room (especially nice to invite a Member in Transition or a student to be your guest)

Additional Conference Opportunity

Career Counseling Appointments

The ILCMA Membership Services Committee is pleased to offer conference attendees 30-minute appointments to talk about your career including mock interview and resume review services. These services will be offered by representatives from GovHR USA. Appointments are available on February 8 (10:30 a.m. – 4:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu to schedule an appointment.

Conference Committee

Conference Chair - Paula Schumacher, Village Administrator, Bartlett

Glen Cole, Assistant City Manager, Rolling Meadows

Scott Coker, City Administrator, Macomb

Steven Bosco, Village Administrator, North Aurora

Evan Walter, Village Administrator, Burr Ridge

Dante Sawyer, Village Manager, Hazel Crest

Kelly Coyle, Clark Baird Smith

Jodi Luka, Community & Economic Development Director, Fox Lake

Teri Raney, Village Administrator, Calumet Park

Jennifer Huson, County Administrator, Jackson County

Ralph Nikischer, Director of Spark by MGP, MGP

Jigar Desai, Rusin Law

Kathy Thomas, Ice Miller

Eric Hanson, Assistant City Manager, Normal

Anne Marie Gaura, Village Manager, Lincolnwood

Dave Cook, Executive Director, IPBC

Kurt Carroll, Village Administrator, New Lenox

Ryan Doyle, RPA

Mark Essenfeld, TCG Services

**SAVE THE DATE:
ILCMA Summer
Conference in Galena**

JUN
4-6
2024
(TUE-THU)

EAGLE RIDGE INN AND RESORT