"Diversity Success Strategies—Personal and Organizational"

Cal-ICMA Coaching Program

2:00 - 3:00 p.m. PT, Thursday, September 10, 2009

DIAL 646-519-5883 [callers’ PIN 7592#] or live audio via the web (a service powered by Granicus) at www.cal-icma.org/coaching "Live Audio and Archives."

Target audience: professionals with diverse backgrounds and managers who work with them

Panelists:

* Troy Brown, Assistant City Manager, Livermore
* Brianna Frazier, Senior Management Analyst, Culver City
* John Keisler, Director Animal Control, Long Beach
* Phil Smith-Hanes, Assistant CAO, Humboldt County

Panel Discussion Questions:

1. Why is diversity in local government valuable? What are some concrete examples of how it’s benefitted organizations and service to local communities?
2. What challenges do local governments face in attracting and encouraging a diverse workforce? What strategies are proving successful?
3. What actions can persons of diverse background take to advance successfully?
4. What resources do you recommend to help individuals and organizations move forward?

We encourage callers to ask questions during the panel discussions. If you prefer, you may submit questions anonymously via email to cal-icma@donmaruska.com either in advance or during the panel discussion. As moderator for the sessions, Don Maruska will pose the emailed questions.

Post-Call Group Discussions

Many agencies are organizing groups to listen to the calls (live or recorded) and discuss the topics among themselves after the calls. Some are summarizing their discussions and distributing them to managers throughout their organizations. Use the Cal-ICMA Coaching Program as an effective way to enhance professional development in your agency. Here are some discussion starters for this session.

Follow Up Topics:

1. How reflective of our community is our workforce? Where do we have gaps that impact our service effectiveness?
2. What’s working for us in attracting and encouraging a diverse workforce?
3. What new ideas or initiatives sound useful to pursue?
4. What next steps do we want to take?

Panel Call Etiquette

* Please put your phone on mute, except when you are asking a question or making a statement.
* Do not put the call on hold, especially if you have music or a message that plays and will disrupt other callers.
* Kindly disable call waiting or other phone features that will interrupt your participation in (and others listening to) the call.

There is no charge to participate in the telephone panel discussion, but callers will bear the costs charged by their carriers to reach the conference number. Alternatively, you can listen via live audio on the web (powered by Granicus) at www.cal-icma.org/coaching "Live Audio and Archives."

The Cal-ICMA Coaching Program receives funding through the generosity of: ICMA, California City Management Foundation, Municipal Management Association of Northern California, Municipal Management Association of Southern California, the County Administrative Officers Association of California, California Communities Joint Powers Authority, California Redevelopment Association, Bob Murray & Associates, CPS Human Resource Services, Granicus, Pacific Gas and Electric Company, Piper Jaffray, the Public Agency Retirement Services, and Keenan & Associates.

MORE RESOURCES--See the "Coaching Corner" at www.cal-icma.org/coaching for valuable resources to boost your career. These include listings of future Telephone Panels, recordings of past sessions (including a free subscription to podcasts), the expanded "Dear eCoach" offering (that invites you to ask questions anonymously--check out some of the hot topics), expanded One-to-One Coaching opportunities, and complimentary, confidential management style profile reports to be more effective and fulfilled in your work.

SIGN UP FOR FREE NEWSLETTER--Subscribe to the Cal-ICMA Coaching Program email list to receive updates on events and the availability of recorded sessions. Go to www.cal-icma.org/coachingList.

Enjoy the resources and support to thrive in local government.

Don Maruska, Master Certified Coach
Director, Cal-ICMA Coaching Program
See "Coaching Corner" at http://www.cal-icma.org/coaching