"Why Good People Don't Succeed (or worse, get fired)"

3:00 - 4:00 p.m. PT, Wednesday, April 22, 2009

DIAL 646-519-5883 [callers' PIN 7592#] or new live audio via the web [powered by Granicus] at www.cal-icma.org/coaching "Live Audio and Archives."
[Target audience: employees, managers, and interested entrants to the field]

Panelists:

* Linda Barton, City Manager, Livermore
* Jerry Gruber, City Manager, Atherton
* Monica Irons, HR Director, San Luis Obispo
* Jeff Kolin, City Manager, Santa Rosa

Panel Discussion Questions:

1. What are the situations or blind spots that can trip up otherwise talented people?
2. How can you manage yourself and those situations to keep them from taking you down (or to recover from them quickly)?
3. How much resistance to "bad direction" is appropriate?
4. At what point are you pandering to the elected officials or the community? What can you do about that?

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. What are the types of vulnerabilities or risks that people face in our organization?
2. How do we coach or help people in our organization to avoid situations that can trip them up?
3. What can we do to help people when they encounter difficulties and guide them back to a successful path?

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

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Linda Barton was appointed to the position of City Manager for the City of Livermore in February 2001. Prior to coming to Livermore, Linda served as Deputy City Manager of Bellevue, Washington for four years.

Linda has also served as City Manager in Bedford, Texas and Burnsville, Minnesota. In her public management career beginning 30 years ago, she served as the Commissioner of Employee Relations in the State of Minnesota and Deputy City Manager of Corvallis, Oregon. She began her career in Lakewood, Colorado where she was the Assistant to the City Manager.

Linda is an ICMA credentialed manager. She is a member of the Board of Directors of the California Redevelopment Association and the League of California Cities City Managers Department.
Jerry Gruber was born and raised in Southern California and graduated from Royal High School in Simi Valley in 1978. After a semester at Moorpark Community College Jerry joined the United States Air Force in 1979. Jerry served as a Security Specialist for two years in the USAF and four years as an Environmental Support Specialist in the USAF. As an Environmental Support Specialist Jerry operated and managed several water and wastewater treatment facilities. In 1985 Jerry was honorably discharged from the United States Air Force and was hired as the Utility Manager for Sandestin Utility Company in Destin Florida. In 1987 Jerry was hired by South Walton Utility Company Inc. and worked his way up thru the organization serving as Water Operations Manager and Water Reclamation Manager. Under Jerry's leadership at South Walton Utility Company Inc. the Florida Department of Environmental Protection awarded the company on three separate occasion the “Best Facility in Florida”. Jerry was also given a Outstanding Management Award by the Florida Department of Environmental Protection while working for South Walton Utility Company. Jerry went back to school in 1990 and in 1997 received his Bachelors of Science in Resource Management from Troy University. In 2000 Jerry received his Master of Public Administration (MPA) with emphasis in Public Management from Troy University. In January of 2000 after 19 years in Florida Jerry returned home to California and was hired as the General Manager for the Department of Water and Power for the City of Big Bear Lake California. During his tenure as the General Manager the DWP was awarded the prestigious Theodore Roosevelt Award for Water Conservation and Environmental Excellence by the Association of California Water Agencies. The DWP was also the first runner up the Prestigious Clair A. Hill award also awarded by the Association of California Water Agencies. The Department of Water and Power for the City of Big Bear Lake was the leader in promoting and implementing water conservation practices for the State of California and many of the current conservation programs adopted by Cities across California found their genius at the Big Bear DWP. In January of 2008 Jerry was selected as the City Manager for the Town of Atherton. Atherton was identified by Forbes magazine as one of the top three wealthiest communities in the Unites States. Since arriving fifteen months ago Jerry has hired a new Assistant City Manager, Police Chief, Finance Director and Executive Assistant/Deputy City Clerk. With his talented management team in place Atherton is destined to be one of the best operated Cities on the Peninsula. Jerry is married to Melanie a third grade school teacher and has two beautiful daughters Nicole 27 and Rachel 25. Jerry loves the outdoors and especially is drawn to the Central Coast of California and has a second home in Cambria. Anything is possible just remember no body owns you anything and with the right attitude and the strong desire to become the best person you can possible be, life will bring you places you never dreamed of.