

Art of Management



For the second year in a row, CCCMA is pleased to offer a pre conference workshop for first time managers to highlight the value and absolute necessity for soft skills that you don't learn in school. Managers from across the state share their stories and lessons learned.

All CCCMA members are welcome to attend, however, space is limited and the program has been designed for managers appointed within the last 5 years. (Choose arrive at 8:30am on Weds when you register.)

Wednesday, February 5th 8:00 a.m.-3:45 p.m. Working Agenda

| Time | Topic | Speakers |
|-------|---|---|
| 8:00 | Registration | |
| 8:30 | Welcome and Introduction | Mark Deven CCCMA President/City Manager, City of Arvada |
| 8:45 | Leadership 101: | Russell Forrest, City Manager, City of Gunnison |
| – | <ul style="list-style-type: none"> Primer on basic leadership skills, including management versus leadership | Nina Vetter, District Manager, Pueblo West Metro District |
| 9:45 | <ul style="list-style-type: none"> Highlights from <i>What Got You Here, Won't Get You There</i> Interactive Exercise: Leadership Assumptions | |
| 9:45 | Break | |
| 10:00 | Managing your Human Resources | Darrin Tangeman, City Manager, City of Woodland Park (Moderator) |
| – | <ul style="list-style-type: none"> Hiring from a Manager's Perspective | |
| 11:15 | <ul style="list-style-type: none"> Coaching and mentoring Holding team members accountable/ making tough HR decisions | Frank Lancaster, Town Administrator, Town of Estes Park Demetrius Parker, Human Resource Manager, Jefferson County |
| 11:15 | Toughest Management Challenges | Tim Gagen (Moderator) |
| – | Facilitated discussions around complex financial and council situations | Table Top Leads: Brent McFall, Greg Schulte, Bill Bell |
| 12:15 | | |
| 12:15 | Lunch (provided by CCCMA) | |
| – | | |
| 12:45 | | |
| 12:45 | Manage your Relationships | Bill Bell, City Manager, City of Montrose |
| – | A panel discussion to share lessons learned | Michelle Kivela, Town Manager, Town of Parker |
| 1:45 | <ul style="list-style-type: none"> Council Directors & Employees Community | |
| 1:45 | Break | |

| | | |
|------|---|---|
| 2:00 | Roundtable Breakouts | Moderators: Heather Balsler and Darrin Tangeman |
| | Women in Leadership Roles | Michelle Kivela, Town Manager, Town of Parker Kathy Hodgson, City Manager, City of Lakewood Jane Brautigam, City Manager, City of Boulder |
| | First Time Managers | Jennifer Hoffman, City Manager, City/County of Broomfield Travis Machalek, Town Administrator, Town of Estes Park Nina Vetter, District Manager, Pueblo West Metro District |
| | Non Traditional Path to Local Government | Alisha Janes, Assistant to City Manager, City of Brighton Darrin Tangeman, City Manager, City of Woodland Park Julia Richman, Chief Innovation Officer, City of Boulder |
| | Legislative Process & Updates, TABOR | Kevin Bommer, Executive Director, CML |
| | Working w Counties/Cities | Michelle Halstead, Director of Communications and Administrative Services, Arapahoe County Don Davis, County Manager, Jefferson County |
| | City Council and Manager Roles | Sam Light, CIRSA General Counsel |
| 3:00 | Meet a Mentor! | Moderators: Frank Lancaster and Nina Vetter |
| – | | Tee up with importance of having a team of |
| 3:30 | | advisors/coaches/mentors |
| 3:30 | Closing | Russell Forrest, City Manager, City of Gunnison |
| 4:00 | CCCMA Opening Keynote | |



First time managers that need assistance with the additional night's lodging can contact denise@coloradocccma.org for scholarship opportunities.