

# 2026 Art of Management

April 15, 2025

7:30 am - 2:30 pm

## DRAFT AGENDA

**7:30 - 8:15 am**    **Join Us for a Light Breakfast**

**8:30 - 8:45 am**    **Welcome & Introductions**

This workshop is designed for you! Senior Managers with diverse backgrounds will share practical skills and advice for becoming a manager, as well as how to navigate your new position as a city or county manager.

Presenters: Russ Forrest, Town Manager, Town of Vail and Jennifer Hoffman, CCCMA President, City and County Manager, City and County of Broomfield

**8:45 - 9:45 am**    **Values Under Pressure: "How Your Leadership Defaults Shape Culture"**

In high-stakes, high-visibility leadership moments, values are revealed not by what we say, but by what we default to under pressure. This interactive session equips government leaders with practical tools to surface their leadership blind spots, examine how power and stress shape values-in-action, and translate stated values into consistent, culture-shaping behaviors. [Slide deck](#)

Presenter: Demetrius Parker, Trust Leadership Collective

**9:45 - 10:00 am**    **Break**

**10:00 - 11:00 am**    **What We Wish the New Manager Knew**

Voices from experienced, key team members highlight what matters most, common pitfalls, and opportunities for success to accelerate onboarding and support effective leadership. [No slide deck](#)

Facilitator: David Harris, Town Manager, Town of Pagosa Springs

Panelists:

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- ????
- ????
- ????

**11:00 - 12:00 pm**    **Beyond the Podium**

Description: Discovering the Power of Staff will explore the essential partnership between the Mayor (and other elected officials) and the City & County Manager in navigating complex fiscal, policy, and community challenges. Drawing on real-world experience in a consolidated city and county model like Broomfield, the panel will highlight how trust, clarity of roles, and values-based governance between Council and staff strengthen decision-making, organizational discipline, and long-range sustainability. [No slide deck](#)

Facilitator: Michael Penny, Manager, City of Castle Pines

Presenters:

- Guyleen Castriotta, Mayor, City and County of Broomfield
- Jennifer Hoffman, Manager, City and County of Broomfield

**12:00 - 12:30 pm Lunch**

**12:30 - 1:30 pm Free Advice and Worth Every Penny**

Are you new to the profession and want to better understand why some crazy decisions come before you, or are you a hardened veteran and want to bounce an idea off of a colleague not in your organization? Either way, we have assembled a top notch panel of expert who hope to offer some insights into how our jobs actually should function in our communities and why we love our profession (and otherwise answer any questions you want to ask). This will be a highly interactive session taking questions from the audience. Go ahead, try to stump them. Facilitator: Clint Kinney, Town Manager, Snowmass Village

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Panelists:

- ????
- ????
- ????
- ????

**1:30 - 2:30 pm Passion and Purpose for Public Service**

Why do we do what we do? What are the personal rewards to what is often a very difficult and stressful and sometimes thankless job? Three exemplary local government leaders will relate why they chose this profession and what are the esoteric rewards of public service, dedicating their careers to serving their communities.

Facilitator: Frank Lancaster, Senior Advisor

Panelists:

- Tansy Hayward - City Manager, City of Thornton
- Scott Trainor - City Manger, City of Fountain
- Don Wilson, County Manager, Prowers County

**2:30 pm Adjourn**