



# 2019 Annual Conference

Glenwood Springs | February 6-8

**21st Century  
LEADERSHIP**

[www.coloradoccma.org](http://www.coloradoccma.org)

Wednesday, February 6

**Registration open from 8:00am - 6:00pm**

**8:30am - 4:00pm**

**Roosevelt Room**

Art of Management

Workshop for new managers.

**12:30pm - 4:00pm**

**Colorado Room**

Shared Resource Mapping

Colorado State-wide Initiative offered by Resource X.

**3:00pm - 4:00pm**

**Devereux Room**

Are you @#\$% Kidding Me!?

Preparing for “over the top” issues and incidents, these outside the norm incidents are good examples for handling emergencies, handling the unexpected, dealing with the press in extreme circumstances, how anything can happen and how you have to be creative and flexible in your response.

*Frank Lancaster, Town of Estes Park and Kim Newcomer, Slate Communications will be joined by Brandy Reitter, Town of Eagle, Aaron Blair, Town of Granby and Nicholas Wharton, Town of Severance*

Wednesday, February 6

**Registration open from 8:00am - 6:00pm**

**4:15pm - 5:45pm**

**Devereux Room**

Welcome and Opening Keynote:

2018 CCCMA President Ron LeBlanc, City Manager,  
City of Durango

Storying Your Town and the People Who Live There

Towns, cities, and counties are made of stories. The history, biographies, anecdotes and gossip of a town is what connects the citizenry, so learning how to "story" your community is the single most important skill when connecting, messaging and enrolling the people who live there.

*David Sewell McCann is the Executive Director of [How to Story](#). Over the past nine years he has written and told over 1,200 original children's stories (the equivalent of 40 novels) for Sparkle Stories. He teaches how to dissolve writer's block, as well as subjects ranging from storytelling as an effective parenting tool, to finding the Master Story of your town and community.*

**5:45 to 7:30pm: Wednesday Night Reception**

**Roosevelt Room and Outside on the Veranda!**

# ICMA | membership

Join us on a journey to explore the future. How will we accomplish the ICMA Strategic Plan objective of expanding and diversifying the membership and the ICMA Executive Board? Your ICMA board members, Jane Brautigam and Heather Geyer, will be on hand to explore new ideas so be prepared to step outside of the box. The ultimate outcome may require changing the ICMA constitution and it's critical that all voices, including your voice, be heard.

To achieve the goals of promoting diversity and inclusion across our membership and within the leadership of our association, we are proposing several ideas that we ask our members to discuss and provide feedback on:

- eligibility to vote on ICMA elections,
- serving on regional nominating committees and
- eligibility to serve on the ICMA Board.

These ideas would require member approval to amend the ICMA Constitution.

In addition, we are looking for other ideas that our members might suggest to achieve the goals of diversity and inclusion particularly in terms of race, ethnicity, gender and age while maintaining the organizational focus to support leaders in local government.

### Comments/Questions?

Jane Brautigam, [brautigamj@bouldercolorado.gov](mailto:brautigamj@bouldercolorado.gov)

Heather Geyer, [hgeyer@northglenn.org](mailto:hgeyer@northglenn.org)

Karen Daly, [kdaly@icma.org](mailto:kdaly@icma.org)

Thursday, February 7

**Registration open from 7:15am - 5:00pm**

**7:30 to 8:30am: Breakfast & Roundtables**

**Colorado Room and Devereux Room**

Start the day with a quick conversation over breakfast.

- ◆ **American Fidelity** - Technology in Open Enrollment
- ◆ **CEBT** - Advantages of Using a HealthCare Purchasing Cooperative
- ◆ **Charles Abbott** - Alternative Service Delivery
- ◆ **CO SIPA** – Challenges and Opportunities in 2019
- ◆ **CPS HR** – Human Resources as a Business Partner
- ◆ **HR Green** – Innovative Approaches to the Tough Issues
- ◆ **Northland Public Finance** - *The More You Know*, about Public Finance
- ◆ **Peckham & McKenney** – Get Where You’re Trying to Go
- ◆ **Resource X** - The Colorado Mapping Initiative
- ◆ **Terracare** - Vested Outsourcing
- ◆ **Zen City** – Artificial Intelligence, Smart Cities, and Local Government

Thursday, February 7

**8:30 to 10:00am:**

**Diversity in ICMA and Morning Keynote**

**Devereux Room (and streamed in the Colorado Room)**

ICMA would like a quick conversation

ICMA President-Elect, Jane Brautigam, Mountain Plains Vice President, Heather Geyer and Mountain Plains Regional Representative, Karen Daly start a conversation about the expanding and diversifying the ICMA membership and Executive Board.

The Value of Loving Where You Live

Join Peter for a conversation about the value of love and emotional engagement with our cities and towns. When people love a place, they go above and beyond ordinary levels of citizenship, they will forgive shortcomings and they will fight for their places. This attachment is an incredibly valuable community resource and largely untapped and unexplored. This talk is about how city leaders can grow and nurture that love, and work with that energy to advance all areas of the city.

*Peter Kageyama is the author of For the Love of Cities: The Love Affair Between People and Their Places and the follow up, Love Where You Live: Creating Emotionally Engaging Places. He is the former President of Creative Tampa Bay, a grassroots community change organization and the co-founder of the Creative Cities Summit, an interdisciplinary conference that brings citizens and practitioners together around the big idea of 'the city.'*

**10:15 to 10:45am: Break**

Thursday, February 7

## 10:45am to Noon: Tools of the Trade Breakouts

### Devereux Room

#### Build your Facilitation Skills: The Principles and Practices of Effective Facilitators

Use the skills of facilitation to create meetings that are engaging, fun, and result in real outcomes that have accountability and focus. The session will be broken into 3 parts. Each part will include information and examples, then there will be a short break out to practice the skill in smaller groups.

*Sheryl Trent is founder of S Brand Consulting and Certified Master Facilitator.*

### Roosevelt Room

#### A Successful Interview - Bring your Best!

All job seekers have individual talents and abilities that they need to showcase. The audience will be challenged to get outside their comfort zone and try new ways to display their aptitudes. There will be stories and tips from both sides of the table.

*Gerry Vernon, Capital Projects Manager, Town of Winter Park has been on several interviews and Drew Gorgey, Vice President of Peckham and McKenney has been part of many interview panels.*

### Colorado Room

#### A New Twist on Employee Training

Using the Town of Grand Lake as a case study, this session will focus on new and innovative ways small communities with smaller budgets and smaller staff resources can train new employees by partnering with experienced professionals. While this session will be directly related to planning and land use, this approach is transferrable to other municipal and county disciplines.

**Moderator:** Jennifer Henninger, RG & Associates/City of Littleton

**Panelists:** Jim White, Town Manager and Nate Shull, Town Planner, Town of Grand Lake. TJ Dlubac, Senior Planning Manager, RG & Associates

Thursday, February 7

**10:45am - Noon Breakouts continued,**

**Taft Room**

Listening Like a Storyteller

A continuation of yesterday's keynote for up to 25 attendees. Get some more specific storytelling tips and individual attention from David Sewell McCann, Sparkle Stories.

**Gallery Room**

Artificial Intelligence and Local Government

There's no way to get around it, A.I. is no longer just a buzzword - it's a reality and it's coming to your organization. Are you, as city manager, ready for AI? Join the ZenCity team to demystify A.I. and talk about some real case studies of different ways A.I. is currently being used in cities of all sizes across the country. Explore if you're city is ready for A.I. and discuss different use cases for this new technology trend.

*Ran Agassi, Vice President of Sales & Customer Success @ Zen City*

**12:15pm to 1:15pm: Lunch on your own**

*OR*

**CWLG Lunch & Learn** *(pre- registration was required)*

**Devereux Room**



The Power of Diversity

Keynote speaker, Peter Kageyama continues the discussion of loving where you live. He will offer some insights to engaging and supporting the women and minorities in your community.

**1:30 to 2:45pm: Learning from Each Other Breakouts**

**Devereux Room**

Fast and Furious: 10 Topics in 60 Minutes

The race to offer tips and tools continues, in this quick paced



Thursday, February 8

**1:30 - 2:45pm Breakouts continued,**

session presenters will share 60 great local government management ideas in one hour!

**Moderator:** Michael Penny, City of Castle Pines

**Presenters:** ♦ **City of Fort Collins** - Tips You Can Use from an Award Winning City  
♦ **Sam Houghteling**, Straayer Center for Leadership, Local Governments and Academia  
♦ **Shawn Lewis**, City of Longmont - Supporting Innovation thru Local Start Ups  
♦ Dave Mortensen, Terracare Associates - Vested Outsourcing ♦ **City of Loveland** - Financial Contingency Plans ♦ **Chantal Unfug**, DOLA - Opportunity Zones

**Roosevelt Room**

Sharing with ELGL

What sources do you utilize to learn from other local government leaders? Why always re invent the wheel? As part of this moderated panel, you'll be invited to share ideas that work or what you learned from trying!

**Moderator:** Kirsten Wyatt, ELGL

**Panelists:** ♦ **Michelle Holder**, City of Aspen ♦ **Dan Weinheimer**, Routt County  
♦ **Allison Sheck**, City of Wheat Ridge

**Colorado Room**

Build your Team and then *Build* your Team

Part of your task as a leader is to show team members how to make the most of their own strengths and also know when to abandon themselves to the strength of others. Using assessments to help you do this will enable you to build your team and then *build* your team.

*Mike Mowery, Strategic Government Resources, is an experienced facilitator and trainer for local governments and elected officials. He is the creator of SGR's Next Generation Leader training program.*

**Taft Room**

Driving Dynamic Development



Colorado communities have changed their destiny through dynamic downtown programs. Enable community leaders to implement change and drive community and economic development. This session will include an

Thursday, February 7

**1:30 - 2:45pm Breakouts continued,**

overview of the power of downtown, two case studies, and interactive discussions.

*Katherine Correll, Downtown Colorado, Inc; Debra Downs, City of Victor; Tara Marshall, City of Trinidad; Brandy Reitter, Town of Eagle*

**Gallery Room**

**Building Bridges: Innovative Ways to Improve Diversity and Inclusion**

Recognizing bias comes in many forms - employers have the opportunity to source information and make significant and lasting changes. In order for the goals of attracting, motivating, engaging and retaining talent to be successfully achieved, practical solutions and implementation must be realized and experienced by all. In this session, we will discuss strategies and best practices toward this goal.

*Angela Setter, CPS HR Consulting*

**2:45 to 3:15pm: Break**

**3:15 to 4:30pm**

**Devereux Room (and streamed in the Colorado Room)**

**The Shape of Ethics**

Ethical dilemmas are among the most vexing, important and sometimes even gratifying challenges facing public administrators. How do we make ethical decisions? What are the considerations and processes? This session focuses on those questions. And on the skills of doing the right thing while inculcating ethics into public agencies.

*Charles Jones is the retired director of the Kansas University Public Management Center. Charles also taught in the Center's Certified Public Manager, Emerging Leaders Academy, and other programs, bringing success to policy and technical aspects of public management.*

**4:30 to 6:00pm: Thursday Night Reception**

**Roosevelt Room and Outside on the Veranda!**

Friday, February 8

**Registration open from 8:30 - 10:30am**

**\*\*Stash your luggage in the Taft Room\*\***

**7:45 to 8:45am: Breakfast & Roundtables**

**Colorado Room and Devereux Room**

Start your day with a quick conversation over breakfast.

- ◆ **Avenu Insights** - What could you accomplish with more powerful workflow software and new funding?
- ◆ **Billy Casper Golf** - The Most Impactful Management Structure for your Municipal Golf Course
- ◆ **CIRSA** - Elected Officials and Sexual Harassment
- ◆ **CliftonLarsonAllen** - Special Districts in your Community
- ◆ **Comcast** - Economic Development thru Technology
- ◆ **CU School of Public Affairs** - Training and Professional Development
- ◆ **Ehlers** - The good, the bad, the ugly about Metro Districts
- ◆ **Host Compliance** - How are short term rentals impacting your community?
- ◆ **McKinstry** - Energy and Sustainability Strategies
- ◆ **National Research Center** - What do residents, of each generation, want most in your community?
- ◆ **RG Engineers & Associates** - Total Municipal Services
- ◆ **Xcel** - Let's Partner on your Carbon Goals
- ◆ **Year Out** - Turn Energy Savings into Funding

Friday, February 8

**8:45am to 10:15am:**

**Welcome and Economic Outlook**

**Devereux Room (and streamed in the Colorado Room)**

2019 CCCMA President Mark Deven, City Manager,  
City of Arvada

Economic Outlook for 2019

What you need to know about Colorado economic trends for 2019. This session will highlight key points from different economic sectors relevant to city and county leadership.

*Richard Wobbekind, is Executive Director of the Business Research Division and Senior Associate Dean for Academic Programs at the University of Colorado, Leeds School of Business*

**10:15am to 10:45am: Break**

**\*\*Stash your luggage in the Taft Room\*\***

**10:45am to Noon: Working Well for Everyone  
Breakouts**

**Devereux Room**

What Makes a Community Livable for Older Adults?

Colorado has experienced the third highest rate of senior population growth in the nation. What is it that attracts and retains older residents? NRC Vice President Michelle offers insights from a state-wide survey that captured the voices of thousands of Colorado residents 65 years and older. Join us for highlights from this study, and consider how livable your jurisdiction is for older adults in the community.

*Michelle Kobayashi, Vice President, National Resource Center. As a resident survey expert, Michelle travels the country to speak professionally and lead workshops about resident surveys, local government employee surveys, strategic planning and more.*

**Roosevelt Room**

Engaging the Entire Community

Techniques for building and keeping an audience in your

Friday, February 9

**10:45am - Noon Breakouts continued,**

community engagement practice - Jessica Prosser (Arvada), Alison Scheck (Wheat Ridge), Kelly DiMartino (Fort Collins) and Matt Crozier (Bang the Table) will discuss techniques used, locally and globally, to reach new audiences and develop trust through your community engagement practice.

**Colorado Room**

A Framework to Assess Equity

The Diversity Dashboard and an Equity Framework will be presented with opportunities to understand and assess equity. In turn, use this knowledge to develop equitable processes for hiring, evaluations and measured outcomes.

*Sebawit Bishu is an Assistant Professor with the School of Public Affairs at the University of Colorado at Denver. Kirsten Wyatt is the Co-Founder and Executive Director of ELGL.*

**Gallery Room**

Managing Local Government Business with Technology

Colorado SIPA, your public sector partner, will discuss the power of technology to solve problems and the free [colorado.gov](https://colorado.gov) portal solutions that help staff and residents stay connected to your government. Join us for a conversation of best practices and common pain points on topics like security, community engagement, government apps and more.

Friday, February 8

**12:30pm to 1:30pm: Awards Lunch & Business Meeting Devereux & Colorado Rooms**

**Closing Sessions**

**Devereux Room**

**1:45-2:45pm**

The Infamous Ask Me Anything Manger's Panel

Questions from the audience for managers and assistants at all stages of their career. A casual conversation with colleagues over a beer.

**3:00 - 4:15pm**

Tell Us Anything

Let's turn it around! The CCCMA Board will host a talk back session to hear your opinions about the conference, the association, #YourFutureCCCMA, and anything else on your mind.

*(The official board meeting is Saturday, 8:30-10:00am - you are welcome to attend and/or share your comments on Friday afternoon.)*



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