

## How to Use the Cal-ICMA Coaching Program To Develop Your Staff

The Cal-ICMA Coaching Program was developed by City and County Managers in partnership with emerging leaders as a low-cost way of accelerating the development of local government employees. The Coaching Program includes:

- One-to-one coaching match-ups
- Telephone panels and webinars
- Speed coaching and networking events
- E-Coaching
- Workshops and seminars
- “Women Leading Government” educational events

... and much more! (see announcement of 2009 Coaching Program)

To take advantage of the Coaching Program, you can:





- Suggest that individual employees select a one-to-one senior coach of their choosing by going onto the Cal-ICMA web site at [www.cal-icma.org](http://www.cal-icma.org) and clicking on “Coaches Gallery” on the right-hand side of the home page.
- Invite employees to call in to the free, one-hour telephone panels and webinars on leadership and career development topics. Better yet, organize a call-in session from a conference room hosted by a department head who can lead a brief discussion after the telephone or webinar session.
- Recommend that your Area Manager Group host a networking and coaching event in conjunction with the Municipal Management Association of Northern California (MMANC) or the Municipal Management Association of Southern California (MMASC). Contact either Lisa Achen at [president@mmanc.org](mailto:president@mmanc.org) (MMANC) or Laura Biery at [president@mmasc.org](mailto:president@mmasc.org) (MMASC).
- Encourage employees to sign up for electronic announcements of Coaching Program activities by going to [www.cal-icma.org](http://www.cal-icma.org) and clicking on “Coaching e-list signup” on the right-hand side of the home page.
- Ask your Human Resources Department to take the lead in engaging employees in the Coaching Program. “User Tips for HR Directors” on how to best to use the Coaching Program are located on the Cal-ICMA web site at [www.cal-icma.org](http://www.cal-icma.org) (click on “Additional Resources” listed under the “Coaching Corner” on the right-side of the home page).

In tight budget times, we urge you to use the no- or low-cost services available through the Coaching Program as a resource in developing your talent.

For more information on the Coaching Program, contact one of the three co-chairs:

- Frank Benest, former City Manager of Palo Alto, at [frank@frankbenest.com](mailto:frank@frankbenest.com)
- Tim O’Donnell, City Manager of Brea, at [timo@ci.brea.ca.us](mailto:timo@ci.brea.ca.us)
- Amy Cunningham, Sr. Admin. Analyst of Dublin, at [amy.cunningham@ci.dublin.ca.us](mailto:amy.cunningham@ci.dublin.ca.us)

**FREE 2009 Telephone Coaching Program topics include:**

<p><b>Future Jobs: How Next Gens Want to Restructure Work</b> Wednesday, February 18, 2009 2:00 – 3:00 PM</p>	<p><b>Advancing Your Career in Tough Times</b> Thursday, May 28, 2009 3:00 – 4:00 PM</p>
<p><b>Talent 2.0 – Hiring and Retaining Good People</b> Thursday, March 5, 2008 3:00 – 4:00 PM</p>	<p><b>Diversity Success Strategies – Personal and Organizational</b> Thursday, September 10, 2009 2:00 – 3:00 PM</p>
<p><b>Restructuring Local Government Finance and Delivery – Best Practices *</b> Thursday, March 19, 2009 2:00 – 3:30 PM</p>  <p>* Webinar Co-Sponsored with CSMFO</p>	<p><b>Building Awesome Talent – Talent Development Conversations, Growth Opportunities, and Knowledge Transfer *</b> Wednesday, September 30, 2009 2:00 – 3:00 PM</p>  <p>* Webinar Co-Sponsored with CSMFO</p>
<p><b>Why Good People Don't Succeed (or worse, get fired)</b> Wednesday, April 22, 2009 3:00 – 4:00 PM</p>	<p><b>Seasons in Your Career – Issues, Opportunities &amp; Choices</b> Wednesday, October 14, 2009 3:00 – 4:00 PM</p>
<p><b>Using Your Management Style Effectively *</b> Wednesday, May 13, 2009 2:00 – 3:30 PM</p>  <p>* Webinar Co-Sponsored with CSMFO</p>	<p><b>What Would You Do? – Case Studies, Team Responses &amp; Audience Polling</b> Wednesday, November 4, 2009 2:00 – 3:30 PM</p>  <p>* Special Cal-ICMA Interactive Webinar</p>