



Supporting, educating and serving professional local government in Florida.

## Difference Between Diversity and Inclusion



By Alan Cohen

*This article was written by Alan Cohen for his employees last year at the "holiday season."*

*Diversity is one of President Silverboard's goals. She believes that we can create a better framework for valuing and understanding the differences among individuals in our cities and counties. Her goal is to create a professional environment where we can have comfortable dialogue about diversity and what it means within our organizations. [\(Read more\)](#)*

### December 10, 2014 Newsletter

Difference Between Diversity and Inclusion

2015 Elections

Linkedin Appeal

Stay in the Game: Developing Your Roster into an All-Star Team

Upcoming ICMA Events & Deadlines

Got Ethics? Webinar

"Technology for Florida's Local Governments: Who, What, Why, How and When?"

Ethics: Today's Challenges for Local Government Officials

### FCCMA Resources

[Affiliation Contacts](#)

[Agenda & Minutes](#)

[Board of Directors](#)

[Calendar](#)

[Job Opportunities](#)

[Member Committees](#)

[Member Directory](#)

[Members-in-Transition Profiles](#)

[Onsite Trainings](#)

[Senior Advisor Program](#)

[Training Calendar](#)

[Webinars](#)

### 2015 Elections



Canvassing has begun in order to fill positions on the Board of Directors. Letters were sent to eligible full members on December 9.

There is one at-large director position and the secretary/treasurer position opening in May. All nominations must be self-nominations. To nominate oneself, a letter

expressing interest should be sent to the Nominating Committee, c/o the FCCMA office, PO Box 1757, Tallahassee, FL 32302. In addition to the letter of interest (or included within it) should be a short resume paying particular attention to FCCMA participation and work experience. The self-nomination packet must be received by January 29, 2015. [\(Read more\)](#)

### Linkedin Appeal



The FCCMA would like to remind members of one of the resources they have at hand-the FCCMA's LinkedIn page. Members are encouraged to use the page as a sounding board for group discussions, a forum to share great examples of professional management in action within your cities and counties, as well as a resource for job postings. To join, visit <https://www.linkedin.com/groups/FCCMA-Members-5191149/about> and click "Join." Members of the page will also be the first to learn of an exciting FCCMA announcement in the coming weeks. Join us and stay tuned! [\(Read more\)](#)

## Stay in the Game: Developing Your Roster into an All-Star Team



*By Ken Fields, City Manager, City of Lake Wales*

On November 20th the City of Lakeland hosted an FCCMA Symposium on "Stay in the Game: Developing Your Roster into an All-Star Team". After an introduction by Jim Barnes, Assistant City Manager of Wellington, a presentation was done by Lisa Gruenloh of Purpose Journey, Inc. on Cultivating Emotional Intelligence to Develop Star Performers, Drive Outcomes and Appreciate Differences. The presentation provided an introduction to the concept of Emotional Intelligence and how understanding it can benefit both individuals and organizations. For individuals emotional intelligence provides for improved self-awareness and self-management and helps avoid the snap judgments and "emotional hijacking" that our brains are wired for in many situations. For teams and organizations, it improves social awareness and team relationships by improving communication and avoiding conflict. ([Read more](#))

## Upcoming ICMA Events & Deadlines



If you are interested in attending or applying for any of the following ICMA activities, below are the deadlines for application and registration.

Regional Summit and Emerging Professionals Leadership Institute (EPLI) Registration Opens this Month! But you can reserve your accommodations now. The EPLI, formerly known as the Young Professionals Leadership Institute, precedes each regional summit. Managers are encouraged to invite early career professionals and emerging leaders to attend this leadership institute. ([Read more](#))

## Got Ethics? Webinar



A webinar will be held on Thursday, January 8 from 2:00 pm - 3:00 pm. The topic discussed will be "Got Ethics?"

FCCMA's "Got Ethics" campaign includes an important focus on ensuring members understand and follow the ICMA Code of Ethics. However, in Florida, the term ethics has a much broader meaning to public officials, including elected officials. This webinar provides attendees a more "Florida Specific" review of the ethical requirements of all public officials in Florida. Attorney Chris Anderson, General Counsel for the Florida Commission on Ethics will provide a very informative overview of the ethical requirements in Florida and will detail the process involved when filing an ethics complaint and how that complaint is processed. Attendees will be provided an opportunity to ask "practical questions" regarding application of Florida's laws and the enforcement process. Given last year's legislative action that now requires public officials to obtain at least four (4) hours of ethics training each year, commencing January 2015, this may be one FCCMA webinar that you may want to invite your elected officials to participate in with you.

Panelist:

- C. Christopher Anderson, General Counsel for the Florida Commission on Ethics

This webinar will cover practice area 17: Integrity. ([Read more](#))

## "Technology for Florida's Local Governments: Who, What, Why, How and When?"



An onsite training session on technology will be held January 15, 2015 from 9:00 am - 12:30 pm at Florida Gulf Coast University, CC 214 (Cohen Center, room 214), 10501 FGCU Boulevard South in Fort Myers.

You don't want to miss this session. Mike Taylor Associate Director of Technology Planning & Development for the Florida League of Cities and Cyndy Loomis, Chief Executive Officer for ISF will be the speakers at both sessions. Ron McKenzie, Chief Information Officer for the City of Miami Gardens will speak at the training in Oakland Park and Kathi Pletzke, IT Director for the Town of Longboat Key will speak at the training at Florida Gulf Coast University. ([Read more](#))

## Ethics: Today's Challenges for Local Government Officials



FCCMA will hold an onsite training session in Palm Beach Gardens on February 27, 2015 from 9:00 am - 12:30 pm. This session is entitled "Ethics: Today's Challenges for Local Government Officials." It will be held at the Palm Beach Gardens EEOC Training Facility, 10500 N. Military Trail.

FCCMA is pleased to have ICMA's Director of Ethics, Martha Perego, to present and facilitate an interactive session on today's challenges for local government managers. This year, all FCCMA members are required to receive at least 4 hours of training to retain membership in FCCMA. This 1/2 day training opportunity in Palm Beach Gardens specifically addresses that requirement and attendees throughout the state are welcome to attend. Martha Perego provides ethics training all over the country and writes a regular column for Public Management on current ethical issues facing local government professionals. This interactive session is a wonderful opportunity for local government professionals in Florida to find solutions to "real" ethical challenges they encounter in their jobs. Don't miss this rare opportunity to engage with Martha and your colleagues on this always timely topic. ([Read more](#))

Florida City and County Management Association  
301 South Bronough St.  
PO Box 1757  
Tallahassee, FL 32302-1757  
850.222.9684

[Forward this email](#)

 SafeUnsubscribe™

This email was sent to by [crussell@fclities.com](mailto:crussell@fclities.com) |  
[Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).



FCCMA | 301 South Bronough St. | Tallahassee, FL 32302-1757 | FL | 32302