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**September 26, 2012 Newsletter**

- FCCMA Fall Symposium Schedule
- Chattahoochee Onsite Training Session
- October Webinar
- Winter Haven Onsite Training

**FCCMA Resources**

- [Onsite Trainings Sessions](#)
- [Job Opportunities](#)
- [Members-in-Transition Profiles](#)
- [Range Rider Program](#)
- [Symposiums](#)
- [Webinars](#)
- [Winter Institute](#)
- [Calendar](#)

**FCCMA Fall Symposium Schedule**



The FCCMA Professional Development Committee has planned the fall symposium, "The Challenge of Providing Services for the Next Five Years." You have a choice of attending the symposium on November 8 from 10:00 a.m. to 4:00 p.m. at the Port Orange Lakeside Pavilion or on November 30 at the Sarasota Hyatt. The November 30 symposium is in conjunction with the Florida Association of Counties Legislative Conference; and if you are attending FAC's conference, you may attend the November 30 symposium for free. [\(Read More\)](#)

**Chattahoochee Onsite Training Session**

In today's 24-hour news media and social networking environment, local government employees are challenged with how to respond to misinformation, micro-analysis, and disrespectful comments. Tallahassee Assistant to the City Manager Michelle Bono and Chattahoochee City Manager Lee Garner will lead a discussion of this topic and offer attendees an opportunity to identify "real issues" and work through ideas on how best to prepare and respond to their challenges. [\(Read more\)](#)

**October Webinar - "Succession Planning - What, Why, When and How"**

The October Webinar - "Succession Planning - What, Why, When and How" will be held on Thursday, October 18, 2012 - from 2:00 pm - 3:00 pm Eastern Time. Succession planning has been a topic for many years but has received particular attention recently due to retiring baby boomers and the historical financial constraints imposed upon local governments. Most people know what succession planning is but don't necessarily understand the value associated with this important strategy. Equally important, they are not familiar with the "how to" steps involved in successfully implementing succession planning. Leon County Administrator Vince Long, Delray Beach City Manager David Harden, and Retired Kissimmee City Manager (and current Range Rider) Mark Durbin have all been involved in the successful implementation of succession planning with their employees. They will share their experiences and some "practical tools" to webinar attendees. This is a must webinar for anyone considering secession

planning and for those who have a plan but desire guidelines on its "actual" implementation. ([Read More](#))

### Winter Haven Onsite Training Session

Every city and county manager and department head faces daily challenges and every so often a mini crisis that tests their wits and experience. However, some local government managers, when they least expect it, are confronted with a "major crisis" that brings international attention to their agency and the manager is thrust into the middle of the controversy. Sanford City Manager Norton Bonaparte, Jr. faced such a crisis in the Zimmerman case this past year. ([Read More](#))

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