

AREAS OF LOCAL GOVERNMENT EXPERTISE

Florida Senior Advisors FCCMA/ICMA

FCCMA's **SENIOR ADVISOR PROGRAM** continues to expand its support for the membership through a variety of services.

Our **SENIOR ADVISORS** acquired extensive and diverse areas of expertise while in active service to their communities. They are willing to share this knowledge and experience with members. If you and/or your community are facing an issue or embarking on a program that our team members have knowledge or experience addressing, call or email one or several of us. Discussions regarding subject matter issues can be confidential. If more in-depth discussion and review are desired with you and/or staff, a site visit can be arranged.

The contact information for our **SENIOR ADVISORS** is on the right, and listed below are their areas of expertise. Please note that you are not restricted to discussing your issues with any particular member of our team.

We will continue to seek out ways to bring added value to the profession through these dedicated volunteers and make the program more useful to you and your staff.

Please share your ideas on how we can improve and expand the services of our program.



CONTACT INFORMATION

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Budgeting

Ken Parker, George Forbes,
Pam Brangaccio, Mark Ryan

Capital Improvement Program Development

All

Charter Development and Review

George Forbes, Ken Parker

Community Environment/ Resilience

Pam Brangaccio

Community Redevelopment Agencies

George Forbes, Pam
Brangaccio, Russ Blackburn

Council Orientation

Russ Blackburn

Council Retreats

Jim Hanson, Pam Brangaccio

Economic Development

Tom Harmer, Mark Ryan,
Russ Blackburn, Terry Stewart

HR Management

Terry Stewart

Infrastructure Development

Jim Hanson

Interview Skills

George Forbes, Terry Stewart

Leadership Training

Tom Harmer, Ken Parker,
George Forbes, Mark Ryan,
Russ Blackburn, Terry Stewart

Managing for Outcomes and Results

Jim Hanson, Russ Blackburn

Mentoring for Manager and Staff

Tom Harmer, Ken Parker,
Mark Ryan, Terry Stewart

Organizational Development/Goal Setting

Tom Harmer, Russ Blackburn

Organizational Structure

George Forbes, Tom Harmer,
Pam Brangaccio, Mark Ryan

Process Improvement

Jim Hanson, Terry Stewart

Public Finance

Ken Parker

Recruitment

Pam Brangaccio, Mark Ryan,
Terry Stewart

Search Process and Approaches Advice

George Forbes,
Ken Parker, Mark Ryan

Strategic Planning

Ken Parker, Jim Hanson, Tom
Harmer, Pam Brangaccio,
Mark Ryan, Russ Blackburn

Training

George Forbes