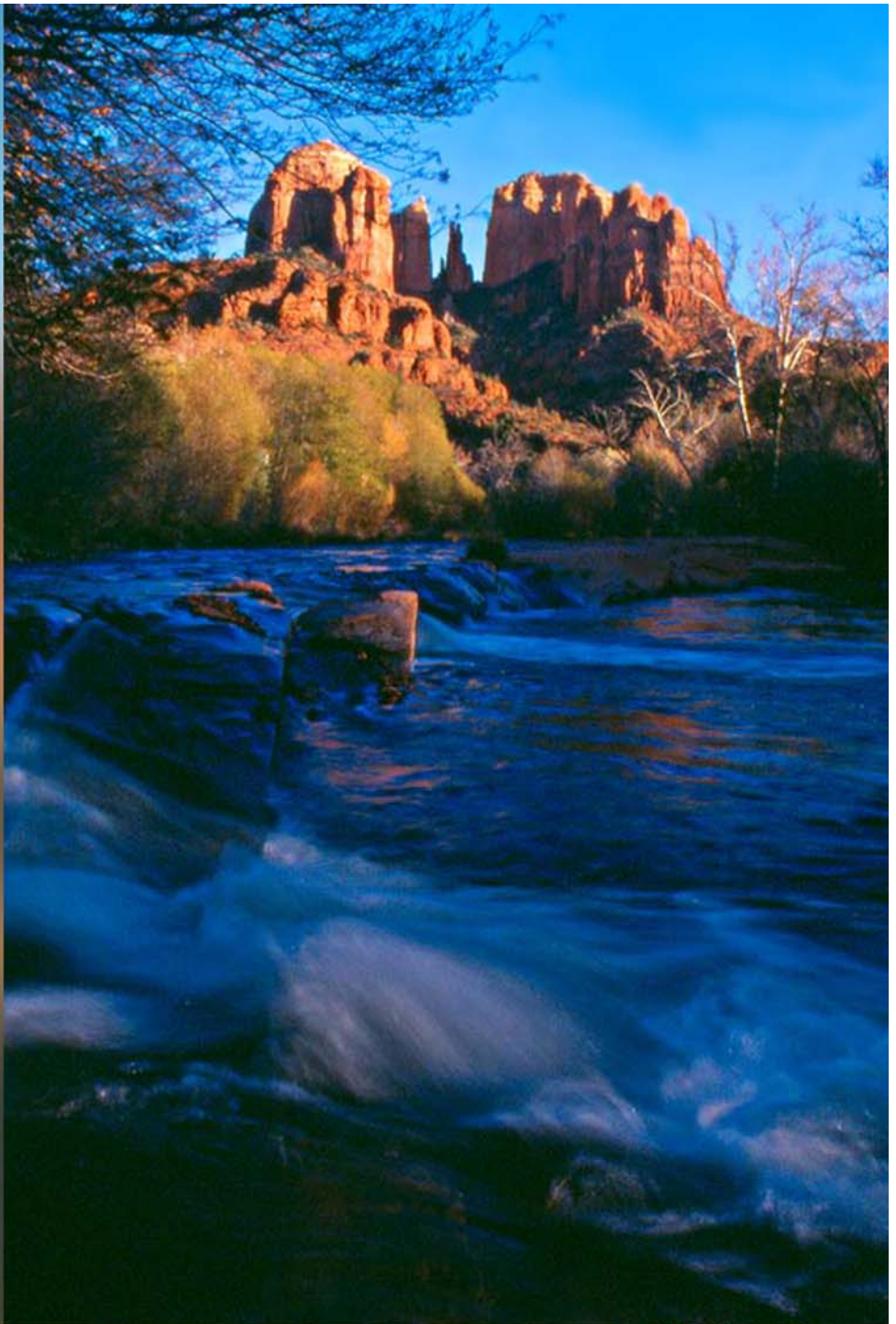


2006 ACMA Winter Conference

January 31, -
February 3, 2006
Hilton Sedona Resort & Spa
Sedona, Arizona



TUESDAY, JANUARY 31, 2006

12:30 pm **ACMA Golf Tournament at the Sedona Golf Resort**

WEDNESDAY, FEBRUARY 1, 2006

8:00 a.m. - 5:00 p.m. Executive Seminar - Team Building
Canyon Ballroom A

Speaker: **Carol Nalbandian**, Director of Professional Development, ICMA

Facilitator: **Janet Denhardt**, School of Public Affairs, Arizona State University

This seminar will be taught by Carol Nalbandian, Ph.D. and will focus on Team Dynamics/Team Building.

2:00 - 3:30 p.m. **Becoming a Strategic Leader**
Canyon Ballroom B

Speaker: **Lance Decker**, President, LL Decker & Associates

Facilitator: **Roxann Favors**, Project Management Assistant, City of Phoenix Aviation Department

This session offers both the young associate member at the beginning of their career and the mid-career associate member insight on how you can strengthen your ability to lead strategically and foster strategic leadership in your current position.

4:00 - 5:00 p.m. **ICMA Emerging Leaders Development Program**
Canyon Ballroom B

Speaker: **Felicia Logan**, Director of Professional Development, ICMA

Facilitator: **Laurie Hadley**, Assistant to the City Manager, Prescott

This session is an information session on the Emerging Leaders Development Program with a question and answer session.

6:30 p.m. **Opening Reception**
Canyon Ballroom A

All attendees have been issued four complimentary drink tickets. The tickets may be used at either reception.

THURSDAY, FEBRUARY 2, 2006

8:00 a.m. **Registration**

8:30 a.m. **Conference Welcome**
Canyon Ballroom A **Bill Pupo**, Town Manager, Chino Valley, Conference Planning Chairman

8:35 - 10:15 a.m. **The State of the Profession**
Canyon Ballroom A

Speakers: **Lloyd Harrell**, ICMA Range Rider
Bob O'Neill, ICMA Executive Director
Roy Pederson, ACMA Life Member
Marty Vanacour, ACMA Life Member

Facilitator: **Dick Bowers**, ACMA Life Member

Diversity, growth, lay-offs, demanding public - these are a few of the challenges for today's managers. This session will be interactive and highly participative opportunity to address these issues and the changing role of Arizona managers as the profession moves past the mid-decade point.

10:30 -11:45 a.m. **Preparing for Generational Change: Succession Planning**
Canyon Ballroom B

Speakers: **Mike Callahan**, H.R. Director, Yuma
Keith Pool, Personnel Test Analyst, Phoenix
Teri Traaen, H. R. Manager, Scottsdale

Facilitator: **Mark Watson**, City Administrator, Yuma

This session will focus on what Arizona cities are doing to prepare for the large number of projected vacancies in municipal government as competition for qualified employees heats up. This panel discussion will highlight different approaches used by Scottsdale, Phoenix and Yuma to prepare for the future and having the necessary personnel to provide city services in Arizona.

12:00 - 1:00 p.m. **Lunch**
Tequa Ballroom

Speaker: **Lattie Coor**, Past ASU President

Facilitator: **Mary Jacobs**, Assistant City Manager, Sierra Vista

Dr. Coor will speak about the vision for Arizona and its implications for cities and towns.

1:15 - 2:30 p.m. **Lightning Sessions**

These short sessions are designed to provide an opportunity for participants to share their experiences and knowledge with colleagues in an informal setting. A subject-matter expert will make a short presentation of their session topic, and then facilitate a discussion among attendees. Each session will be offered twice in the same room.

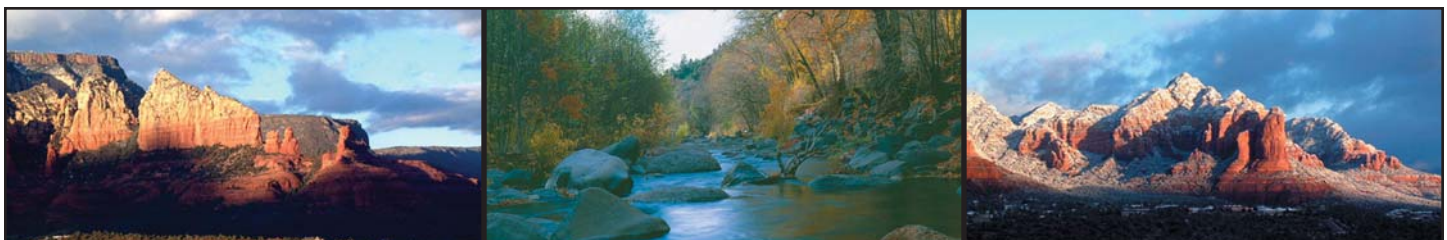
Emergency Management: Communications, Interoperability and Budget

Canyon Ballroom A

Speakers: **Lou Trammell**, Deputy Director, Arizona Division of Emergency Management
Dave Wilcox, City Manager, Flagstaff
Tom Shannon, Assistant Fire Chief, Glendale

Facilitator: **Eric Levitt**, City Manager, Sedona

This session will explore how managers can stay on top of planning for emergency management situations, whether those situations are man made or environmental.



Conflict Management Skills

Canyon Ballroom B

Speakers: **Gilbert Davidson**, Assistant Town Manager, Marana
Judith Keane, Quality Improvement Coordinator, Sedona

Facilitator: **Roxann Favors**, Project Management Assistant, City of Phoenix Aviation Department

Conflict is inevitable in every organization. Left unmanaged, it can hamper decision making and become a major barrier to team work. This session offers skills and techniques for transforming people with personality conflicts and communication breakdowns into a committed, productive, and unified team.

Focusing on the "I" in ICMA: A Proposal to Establish an International Component to ACMA.

Oak Creek Canyon

Speakers: **Terry Zerkle**, ACMA Life Member
Bob O'Neill, ICMA Executive Director
Octavio Chavez, ICMA Mexico

Facilitator: **Terry Zerkle**, ACMA Life Member

The purpose of this session is to provide the ACMA membership an overview of what the ICMA International Committee is doing, the work of ICMA International Programs which is the global consulting branch of ICMA, the value and benefits of establishing an international component to ACMA's state association program, and the opportunity for the ACMA membership to provide feedback on whether ACMA should establish a formal international component to its state association program.

2:45 - 4:00 p.m. Lightning Sessions repeat

4:00 p.m. Business Meeting
Tequa Ballroom All ACMA members are encouraged to attend.

6:00 p.m. Reception
Canyon Patio
Upon registration, all attendees will be issued four complimentary drink tickets. The tickets may be used at either reception.

7:00 p.m. Recognition Banquet
Canyon Ballroom
Business formal attire requested.

FRIDAY, FEBRUARY 3, 2006

8:00 a.m. ACMA Board Meeting
Dry Creek Canyon All ACMA members are welcome to attend.

8:00 a.m. Early Riser Forum
Canyon Ballroom A **Developing Your Leadership Style**

Speakers: **Mike Hutchinson**, Retired City Manager, Mesa
Cathy Connolly, Retired League Executive Director

Facilitator: **George Petit**, Town Manager, Gilbert

Come and enjoy a morning "coffee chat" with seasoned managers and executives as they comment on their respective careers as well as management and leadership.

Addresses ICMA Practice Group 1: Staff Effectiveness

9:00-11:15 a.m. The Changing Workforce
Canyon Ballroom B

Speakers: **Michael Boardman**,
Randy Groth, Associate Vice President, University of Arizona
Patricia Silva, Vice President & Personnel Manager, E-Commerce Division, Bank of America
Facilitator: **Mary Jacobs**, Assistant City Manager, Sierra Vista

"The Changing Workforce" will discuss the generational differences and how to manage these differences. With an older generation preparing to retire and a younger generation eagerly entering the workforce, it's critical to know how to motivate and engage multiple generations of employees who have different expectations and different perspectives.

Addresses ICMA Practice Group 1: Staff Effectiveness

11:30-1:15 p.m. Legislative Update Lunch
Canyon Ballroom A

Speakers: **Craig Sullivan**, Executive Director, County Supervisors Association
Anna Chavez, Director of Intergovernmental Affairs, Office of the Governor
Ken Strobeck, Executive Director, League of Arizona Cities and Towns
Facilitator: **Gayle Mabery**, Town Manager, Clarkdale

1:15 p.m. Conference Ends



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A Special Thanks to the 2005 Winter Conference Planning Committee!

Mary Jacobs, Chair, Assistant City Manager, Sierra Vista
John Holmes, Co-Chair, County Manager, Coconino County
Roxann Favors, Project Management Assistant, Phoenix
Prisila Ferreira, Deputy City Manager, Peoria
Laurie Hadley, Assistant to the City Manager, Prescott
Sintra Hoffman, Intergovernmental Relations Liaison, Surprise
Andrea Ibanez, Deputy Director, Neighborhood Services, Tucson
Eric Levitt, City Manager, Sedona
Gayle Mabery, Town Manager, Clarkdale
David Newlin, City Manager, Holbrook
Joe Pizzillo, Finance Manager, Goodyear
Bill Pupo, Town Manager, Chino Valley
Carlos Roberto Medina, Management Assistant, Phoenix
Michael Schrock, Assistant to the City Manager, Surprise



Arizona City/County Management Association

1820 W. Washington Street
Phoenix, AZ 85007

Tel: (602) 258-5786 Fax: (602) 253-3874

email: acma@azmanagement.org

<http://www.azmanagement.org>