

summer signature symposium

MMANC 2012 Summer Signature Event

MMANC and CEPO, Inc.

THURSDAY, JUNE 28, 2012
Fairfield Community Center

MORNING SESSIONS 8:30 A.M. - 12:00 NOON

Creating a Culture of Success

(Credentialed Government Leader - Core Course)

Innovative organizations understand that culture is the glue that holds the organization together. Successful organizations work hard to inform its members what its purpose is, how it plans to operate and what is expected of each person.

For leaders to be effective they must be competent and authentic. More importantly, they must have the skills to influence the culture and define the action steps that lead to success.

In this session, you will have an opportunity to examine your organizational culture. You will evaluate multiple dimensions of the organization such as purpose, goals, direction, performance, integrity, and other critical factors of success.

This will allow you to identify areas of strength and development for the organization and to develop a strategic plan addressing these areas:

- Communicating a vision of cultural success;
- Promote new leadership behavior/work styles that sustain culture success;
- Strategically address all issues which currently hinder the organization's optimum productivity; and
- Focus on organizational competency excellence.

Objectives of this session:

- To gain knowledge and understanding on organizational culture
- To gain insight on the critical elements of cultural success
- To understand how leadership influences culture
- To identify areas of strength and development for your organization
- Develop an action plan that you can implement back on the job

Trainers:
Juan Lopez
Gloria Young

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Labor Negotiations: Getting to "Yes" can be so Complicated

(Elective Credentialing Course)

Conducting the collective bargaining process that is required by State law is one of the most challenging efforts undertaken by senior level management staff. Conducted respectfully with full recognition that maintaining the working relationship is important, negotiating labor contracts can also be very rewarding.

This session will explain the requirements and constraints that affect the bargaining process as a result of the Meyers-Milias-Brown Act (also known as the MMBA). You will develop an understanding of both sides of the negotiating table and gain a greater appreciation for the work represented by the agreements that are ultimately approved by votes of both the affected employee group and the City Council.

Specific topics will include:

- MMBA—the State Law that most significantly governs the relationship of public sector employees and employers
- The rights and responsibilities of employees, unions and management
- The role of the City Council
- Bargaining in a concessionary environment
- Real-life examples of success and less-than-success

Trainers:
Wandzia Rose
Lorie Tinfow

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Lorie Tinfow
Dave Spiller

AFTERNOON SESSIONS 1:00 P.M. - 5:00 P.M.

Emotional and Collective Intelligence: The Power of Understanding Yourself and Others

(Credentialed Government Leader - Elective Course)

It is not always necessary for effective leaders to have a high IQ. However, it is necessary for all leaders to have a high EQ. Great leaders have successfully developed their Emotional Intelligence (EQ) in such a way that they are able to understand themselves and others in a deep and meaningful way (feelings, emotions, triggers, and responses). Through this understanding, comes the capacity to develop and create Collective Intelligence (CI).

In this session you will:

- Learn how to identify your own feelings, emotions, and triggers, how to discriminate among them, and use that information to inform your thinking and behavior.
- Gain insight about the interconnectedness between information shared by human beings and their environment.
- Harness knowledge about collective intelligence that will help you to stay ahead of the curve in the public sector.
- Gain insight into how to apply these concepts to the greater whole of your organization and community.

Successful Project Management: What Does It Really Take?

(Core Credentialing Course)

Project Management has now become an essential part of our jobs, even though "project management" may not be included specifically in our job descriptions. There is a belief that somehow, we already know how to successfully manage and work on projects as if it is something we inherently know how to do. Yet project management takes insight and skill. There are many factors and moving parts to consider – some obvious and some not so obvious, from the project's inception to full and final completion. What are the appropriate touch points of stakeholder involvement? How is the budget effectively managed when there are overruns? What happens to the timetable when there are unplanned obstacles? What are the proper tools and resources available to us as project managers to ensure success? This session will delve into those questions in an interactive and meaningful way.

In this session, you will:

- Identify critical success factors in managing projects;
- Gain knowledge of various tools to help us manage multiple projects;
- Enhance your skills in being able to manage projects more effectively; and
- Gain insight into how to apply the concepts to your work and life for greater balance, efficiencies, and effectiveness.

Registration Information

Prior to June 1, 2012

Early Bird Member\$70

Early Bird Nonmember.....\$90

After to June 1, 2012

Member\$90

Nonmember.....\$110

Student\$55

Visit mmanc.memberlodge.com to register today.

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