



Management Growth Thru Communication, Training and Personal Development

President's Message... by Christy Madden

Well, fall is definitely in the air – the kids are back at school, the Board is back in session, and it's time to kick off that wonderful season where we recognize our peers for all of the great work being done in County government. Yes, it's the official kick-off of the Management Council's awards program. This year's festivities take place at Annual Holiday Party on Thursday December 13th at the Wedgewood.

You've heard me say it before, and my sentiments were re-affirmed by Anne Bruce at a recent educational program, public recognition for work well-done is one of the best ways to motivate employees. It ranks above many other factors and, as public servants, is often one of the most accessible yet least utilized tools available to us. When asked to rank those things that make one's job satisfying, acknowledgement of a job well-done ranks right up there at the top of the list. I'm sure as

good managers, you take the opportunity to regularly give verbal appreciation to your staff for the fine work they do and provide words of encouragement when things get tough. The kind of recognition provided through the Council is more than a simple "thank you" or hand written note on a word

**“ demonstrate the
greatness of who
we are and
what we do ”**

product – we're talking about public recognition in front of one's peers.

So why don't we take the opportunity to celebrate the successes of others through the Council's awards program? There may be many reasons, but I am loath to identify any

that provide sufficient justification for **not** doing it. Especially when your Council makes it so easy and painless.

Elsewhere in this newsletter you'll see a description of the categories, although for many of you they've probably been committed to memory as they haven't changed much in recent years. With any luck, you've even been looking forward to this opportunity all year long, already having identified a few folks you want to recognize. If not, I encourage you to think about those individuals, projects, and efforts undertaken by your peers, supervisors and subordinates that demonstrate the greatness of who we are and what we do. By now you should already have received an e-mail from the Council inviting your nominations. In the event you haven't seen this communication, just give me a call or send an e-mail: Management.council@ventura.org and we'll be sure to send you one. ▲

Management Council Board of Directors		In this Issue
<p>Board Officers</p> <p>Christy Madden, <i>President</i> CEO Roberta Rodriguez, <i>Vice-Pres</i> ... Clerk of the Board Don Hansen, <i>Treasurer</i> Treasurer Matt Carroll, <i>Co-Secretary</i> ITS Ron Coons, <i>Co-Secretary</i> PWA Gail Robinson, <i>Historian</i> BOS</p> <p>Executive Committee Members</p> <p>Matt Carroll ITS Ron Coons PWA Bob Roper Fire Mike Powers HCA</p>		<p>President's Message 1</p> <p>DWYSYGD 2</p> <p>A Guide to What's Happening 3</p> <p>New Members Past Awards New & Improved Holiday Party Format 4</p> <hr/> <p>Christy Madden Editor</p>
<p>Board Members</p> <p>Dennis Scamardo GSA Betty Huff RMA Johnny Johnston, <i>Ex-Officio</i> CEO Larry Kennedy HSA Jeff Burgh Probation Geoff Dean Sheriff</p>		

DWYSYGD

*Lea Anderson, Program Assistant,
IT Services Department*

What can I say? I really enjoyed what Anne Bruce had to say at “The Power of Passionate Leadership” seminar sponsored by the Ventura County Management Council. Upon entering the room with lively/danceable music playing, I, and I suppose others, were a bit unprepared for her upbeat delivery and continuous humor. In other words – she was a hoot – who had lots of useful, timely information to share with the audience!

Ms. Bruce, a well respected author, “popular keynote speaker, and inspiring workshop facilitator known for her highly entertaining and engaging presentation style”, spoke to a full house in the Lower Plaza Assembly room on September 19, 2007. The audience represented a cross-section of management employees from numerous Ventura County Departments. It was encouraging to see a number of Department Heads and upper management sitting in the crowd and actively participating during the four hour semi-



nar. It was great to see all the smiling faces and affirmative head nodding around the room.

Not only were prizes given out by this energetic speaker, “6 World-Class Standards of Leadership Excellence” were shared with us, she identified “3 Types of Motivation” and explained “5 Powerful Paradigm Shifts” that we can now use in our daily lives. Ms. Bruce got us all “Fired Up” with insightful techniques to improve workforce performance and productivity through the identification of what motivates people.

I have read and heard similar information delivered by few other motivation speakers/authors in the past (Wayne Dwyer for one), but it was encouraging this time to hear the “female” perspective of this very meaningful information. Having been challenged in the past for my own “sense” of humor in the work place, it was great to hear that a well respected speaker/author confirm what I have thought all along – humor and having fun

are useful tools in the workplace to help keep moral up and to assist in further motivating personnel.

Ms. Bruce reminded us to keep “upgrading” ourselves and to remember to keep “filling the well” and “rejuvenating the spirit” in all aspects of our lives – work and personal. She left us with a number of worksheets and important questions to ask as we travel down the path of self-improvement. These “10 Premium Self-Mentoring Leadership Compasses” are there to guide us in furthering our professional and personal growth.

Okay, I am an optimist and I like to win “fun, expensive and wonderful” prizes, all the while being inundated with opportunistic facts and humor. However, I intend to read again these guidelines and explore the 10 Compasses to rejuvenate my Passion for Leadership, enhance my “Compass”ion for effective leadership and good living, as I eat my bowl of Ben and Jerry’s that I won as a prize.

The most important message that I received from Anne Bruce was “DWYSYGD” – Do what you say you are going to do! By keeping these seven letters out to view each day helps keep your life on track. ▲

Nuts & Bolts of the County's Retirement Program Now Online!

Did you miss the presentation by Paul Angelo, Senior Vice President for the Siegel Company to the Board of Supervisors regarding the County's defined benefit retirement program? Now you can see it online - it's linked on the CEO's website. Visit: http://ventura.granicus.com/MediaPlayer.php?publish_id=28 ▲



November Brown Bag

Plan to attend the November 7th presentation by Barry Zimmerman of the CEO's Human Resources Division as he provides some fascinating information about the age distribution of the County's workforce and what we, as managers, will be facing in the coming years as a result.

Do you have topics you'd be interested in hearing about, or would you be willing to share information about your program with your peers? If so, please contact Betty Huff of the Environmental Health Division or Dennis Scamardo with GSA. ▲

State of the County

It's time once again to hear from, and ask questions of, our CEO. The State of the County will take place in the Board Room on Thursday November 28th at 11:00 a.m. Be sure to arrive a few minutes early to get a good seat! ▲

2007 GIS Day at the County

2008 GIS Day at the County, in celebration of International GIS Day, will be held Wednesday November 14, 2007 in the Board of Supervisors' Hearing Room. Presentations on the use and importance of GIS in the day-to-day work of County agencies will be presented by County staff. Poster exhibits will be displayed in the HOA Lobby.

All are invited. No RSVP required. An agenda will be posted. The presentations will be available through Granicus during the day of the event. ▲

New Benefit to All Current and Retired County Employees

Joseph A. Bank, a men's fine clothing store, is offering a guaranteed 20% discount on all regularly priced merchandise, including shoes, in stores and through their Internet catalogue. On special Company Days the discount is increased to 60% on for purchases at their Simi Valley retail store. In order to enroll, visit them at the Simi Valley Town Center, off of the 118 at Erringer Road, to receive the membership card. (The Management Council is merely disseminating this information and has not endorsed this program). ▲

Please Welcome our New Members for 2007

Lea Anderson ITS	Tom Dorch CEO	Vaughan Miller Fire
Bonnie Bailey HCA	Jock Doss HSA	Sheila Murphy HCA
Carlotta Barnes HCA	Jennifer Dougherty HCA	Judy Nash HSA
Karen Bateman HCA	Roxanne Fox ITS	Judith Overmyer HCA
Deborah Bjornberg Assessor	Jackie Griffin Library	Joseph Pannell HSA
Dennis Carpenter Sheriff	Arturo Hernandez HSA	Linda Parks BOS
Wesley Clark HCA	Aurora Lazaro Public Defender	Judy Rivera HSA
Tabin Cosio CEO	Kathy LeClair HSA	Selfa Saucedo HCA
Debra Creadick HSA	Melissa Livingston HSA	Mary Jo Spencer CEO
Renee Crutcher GSA	Maria Maestro HSA	Maria Teran HCA
Judith Cunningham HSA	Tricia Maier RMA	Rigoberto Vargas HCA
Karen Davis HCA	Laurell Mauro CMS	Katie Vaughn CEO
Geoff Dean Sheriff	Todd McNamee Airports	Barry Zimmerman CEO
James Dembowski CEO	Marilyn Miller Harbor	

Past Management Council Award Program Winners

	2006	2005	2004
Integrity	Christopher Cooper, PWA	Jackie Cohen, CEO	Bert Bigler, CEO (posthumously)
Customer Service	Pamela Lindeman, HCA	George Compton, HSA	Diana Vogelbaum, HSA
Mentoring	Judy Rivera, HSA	Diana Casey, HCA	Suzanne Zimmerman, HCA Jose Bernard. CEO
Innovation	Joyce Wilde, Sheriff	Cyndie Cole, HCA	Roberta Rodriguez, CEO
Thankless Job	Jackie Cohen, CEO	Lyn Krieger, Harbor Jim Penny, GSA	Larry Older, Fire
Good Government	Larry Hoskins, Assessor	Lyn Krieger, Harbor	Butch Britt, PWA

New & Improved Holiday Party Format!

In addition to celebrating and recognizing our peers at the Holiday Party, we're going to provide more time to enjoy the musical entertainment. The Committee intends, to prepare formal write-ups about the nominees for inclu-

sion in a program for distribution the evening of the event. All nominees will be formally recognized for their contributions and winners would be called up to receive their plaque. This format ensures proper recognition for all of our nomi-

nees while enhancing the experience for our award winners. The schedule will provide more time for eating, enjoying the camaraderie and, for those who are so inclined, dancing! Fliers forthcoming to an e-mail box near you. ▲