As I’ve penned on these pages many times before, the Management Council’s goal is to, first and foremost, promote excellence. While the organization’s mission statement speaks to excellence amongst our members, I assert that our reach is much broader and consequently, much more important to not only our members and employees, but to our entire community. Through the Management Council’s ongoing Things You Should Know education series, we encourage diversity of knowledge about the County’s operations. Our quarterly seminars target subjects of interest across business sectors thus improving operations throughout our organization, and our social events facilitate unstructured interaction in fun and relaxed settings.

I contend that by promoting and encouraging excellence among our members, our impact extends not only to our employees, but to the public that we serve. I am proud of the strides that we’ve made to improve the caliber, regularity, and interest in both our educational offerings and in the growth in our annual awards program. We’ve heard about the importance of employee empowerment, innovation, good government, etc. but do you, as an essential member of this diverse and large organization practice what you preach? How many of your staff (or you, for that matter) can articulate what your role is in improving the lives of those in our community? Regardless of what agency you work for, each and every one of us plays an important part, directly or indirectly, to making this such a great place to work and live.

There has been increased emphasis on articulating, promoting, celebrating, and integrating policies and procedures into our everyday work to continue these efforts. From the Board’s adoption of an update to the County’s Strategic Plan, to the CEO’s hiring of a Public Information Officer (augmenting the work of PIOs in other agencies), simplifying language in our Board letters making them more readable for the public, and directing staff to develop a County Economic Vitality Plan and promote a ‘Health in all Policies’ framework, these are but a few of these efforts. I further challenge each of you reading this, to ask yourself, how do you and your staff promote these efforts? It is virtually impossible to do so without being able to articulate, with specificity and authority, how you and each member of your team personally contributes to making this a better community. Whether you are responsible for maintaining County facilities so that they are safe for employees and comfortable for the public we serve, inspect restaurants to protect...
consumers, manage water and sewer systems to meet basic needs for residents, provide recreational services that take advantage of the beauty of our County, or protect the lives of elderly and young members of our community everyone plays a role. If we expect our organization to operate not just adequately, but superbly, that can’t be done unless every member of the team not only knows what their role is, but they are empowered to make decisions to get the job done within the organization's regulatory framework. Moreover, when line staff encounter situations that impede efficiency and effectiveness, it is anticipated that they are encouraged to bring such issues forward to see if they can be addressed for the betterment of the organization and the public that we serve. After all, it is most frequently those staff– not necessarily the agency’s administration - that encounters such issues on a regular basis.

In closing, I’ll say a few words about something that’s near and dear to many employees’ hearts – IT’S GAME TIME! The Management Council sponsors the registration fee so that every County employee has the opportunity to participate in the Corporate Games and the 25+ events that take place from March 28th through May 9th. Our sponsorship is further evidence that our organization’s reach extends well beyond the 900+ unrepresented employees who are eligible to join the Council; it extends to the 9,000+ employees of this wonderful organization. On behalf of our entire Board, thank you for your interest in the Council. If you’d like to become a member, complete the form found here: http://vcmanagementcouncil.org/membership/registration.htm.

Please join your fellow managers for our ongoing series about ‘Things You Should Know’ about our County government.

February 4th - ENVIRONMENTAL HEALTH DIVISION - If you weren’t able to attend, you missed an excellent presentation by Douglas Beach, Manager of Administrative and Community Services. Douglas covered EHD programs, including their recent involvement in the Santa Clara Wastewater facility explosion, and a live demo of two smart phone applications.

March 4th - GENERAL SERVICES AGENCY - Again, if you missed it, you missed out! Paul Grossgold, Director of the General Services Agency, gave a captivating presentation about global issues called “A Walk Around the World.” Paul covered several global issues and impacts across the world related to current conflicts, cyber attacks, EU financial breakdown, piracy, poverty, climate change, and drug and human trafficking.

April 1st - AUDITOR-CONTROLLER’S OFFICE - Jeff Burgh will present on the VCFMS Upgrade.

May 6th - HUMAN SERVICES AGENCY - Mike McManus and Kim Evans will discuss Veterans Services.

June 3rd - PUBLIC WORKS AGENCY - Jeff Pratt will provide an offsite tour of the PWA Saticoy Operations Yard.
More than 60 business entities in Ventura and Santa Barbara Counties join together every spring to compete in Corporate Games hosted by the City of Ventura. Last Year, nearly 10,000 employees competed in this event that featured two dozen events over six weeks. Corporate Games 2015 will be held April 1–May 9 at sporting events throughout Ventura County.

Ventura County will be participating as an organization, and the Ventura County Management Council is once again generously sponsoring County employee participants in the Corporate Games. This is a great way to meet folks in the County family, as well as the community in other competing organizations. This year’s theme is “It’s Game Time!”

Click here to view the City of Ventura’s site for Corporate Games
Click here to sign up!
Click here to sign up for County of Ventura Corporate Games 2015 Announcements
Click here for Corporate Games Apparel

**OPENING CEREMONIES**

Saturday, March 28th - 10:00 a.m. to 3:00 p.m.

Corporate Gamers, families & friends are invited to take part in ten free opening activities!

**NEW LOCATION** - Ventura Community Park, 901 S Kimball Road, Ventura

**ACTIVITIES** - Business & Fitness Fair Booths, Interactive Activities, Mobile Entertainment Stage, Police/Fire Demonstrations, Walking Tours and Food Trucks!

**JD PROBASCO SPIRIT AWARD EVENTS**

10:00 a.m. to 3:00 p.m. - Corn Hole Tournament
12:00 p.m. - Torch Lighting by Mayor Cheryl Heitmann

11:00 a.m. - Office Olympics
12:30 p.m. - Run / Walk / Jog
BEST KEPT SECRET
Awarded to a person whose contribution to the County and the community is uniquely ignored, unknown, and/or unappreciated. This person makes a valuable, perhaps even essential contribution, but his or her efforts are greatly undervalued and mostly ignored or taken for granted. These persons deserve to be recognized and acknowledged.

Nominees:
Barry Blunk - IT Services Department
Leonie Macaraeg - Air Pollution Control District
Kevin McGowan - Sheriff’s Office
Sarah Melgoza - Health Care Agency
Bob Michels - Fire Protection District
Kelly White - Fire Protection District
Derrick Wilson - Public Works Agency

2014 Award presented to:
Kelly White - Fire Protection District

INNOVATION
Awarded to a person who is noted for his/her ability to “think outside the box”, one who has developed new and/or creative solutions to workplace problems and job demands, exudes creativity, and is successful in generating clever and insightful ways of doing things, etc. Given the current budget situation, innovation in the areas of cost savings and greater efficiency is particularly worthy of recognition. Someone who does more with less and/or someone who approaches a problem in a whole new (better) way.

Nominees:
Ben Emami - Public Works Agency
Katharine Raley - Area Agency on Aging

2014 Award presented to:
Ben Emami - Public Works Agency

2014 MANAGEMENT COUNCIL DIRECTORS’ AWARD
Kevin McGowan
Ventura County Sheriff’s Office of Emergency Services
MENTORING
Awarded to a person who is noted for his/her commitment to nurturing, supporting, guiding, training of new team members, and encouraging their success in the art and career of public sector service. This person role models the ideal “team supportive” behaviors. This person is the kind of manager other managers hope to emulate and who employees hope to work for.

Nominees:
Roger Boross - Public Works Agency
Augustine Godinez - Public Works Agency
Rod Kodman - Public Defender’s Office
Kaye Mand - County Executive Office
John McNeil - Fire Protection District
Rodney Perez - Public Works Agency
Leonardo Selvaggi - County Executive Office

2014 Award presented to:
Rod Kodman - Public Defender’s Office

INTEGRITY
Awarded to a person who is noted for his/her honesty, openness, forthrightness, doing the right thing, honoring commitments, etc.

People who speak truth to power, who are willing to take unpopular but correct actions, and who error on the side of accuracy rather than political correctness.

Nominees:
Melissa Livingston - Human Services Agency
Kevin McGowan - Sheriff’s Office
Michael Schwartz - District Attorney’s Office

2014 Award presented to:
Michael Schwartz - District Attorney’s Office

2014 GOOD GOVERNMENT AWARD

Mike McManus
Human Services Agency
Veteran Services
SUPERIOR CUSTOMER SERVICE
Awarded to a person who is noted for his/her dedication to consistently high levels of service to stakeholders and clients, be they tax payers, citizens in general, fellow employees, etc. Someone who meets and indeed exceeds expectations consistently, with good humor and enthusiasm. Such managers consistently give government a good name.

Nominees:
Cynthia Elliott - IT Services Department
Kelli Fitzgerald - County Executive Office
Dustin Gardner - Fire Protection District
Jacki Griffin - Library Services
Norm Plott - Fire Protection Agency

2014 Award presented to:
Kelli Fitzgerald - County Executive Office

2014 CHAMPION FOR CHANGE
Susan Scott
Health Care Agency

SAVE THE DATE
Annual Management Council BBQ
Thursday, May 28th
Freedom Center, Camarillo
Ventura County Management Council’s continuous learning event on April 9, 2015 is at the Ventura County Office of Education in Camarillo.

Our keynote speaker is Lee Silber, a best selling author and award winning speaker. Lee has received rave reviews and has been described as "Awesome, Meaningful, Funny; Motivations, Energetic, Dynamic, Perfect, Loved, Fun, Interactive, and Fantastic".

You will not want to miss Lee as he talks about; "The We Generation", it is all about what makes Millennial’s go, and bridging the Generation Gaps through focusing on common goals. If you’d like to read more about Lee please go to: http://www.leesilber.com/biography.html.

Did you know there was a Management Council website that anyone can access to learn about the Board of Directors, the Council bylaws, and membership opportunities? On our website you will also find current and past Newsletters, a link to the latest State of the County address from CEO Mike Powers, as well as, information on the benefits of membership and enrollment forms found in the "Membership" tab. To access our website go to: http://www.vcmanagementcouncil.org/index.htm.

**MANAGEMENT COUNCIL MISSION**

The Ventura County Management Council promotes excellence among its members by providing opportunities for professional growth through education, networking, exchanging information, celebrating success and developing future leaders.

To this end, the Council will work to host, create, develop, fund, market and evaluate events and resources that support its members to become active and effective participants in the governance of Ventura County.

For newsletter contributions or suggestions, please contact the Editor, Cynthia Elliott, at: cynthia.elliott@ventura.org.