Happy Holidays!
For many, the New Year is a time for making resolutions and goals. Spending more time with the family, losing ten pounds, exercising more and reducing debt are resolutions that appear on many of our lists. The Management Council would like to recommend making at least one professional resolution for 2016. Some examples may include attending a seminar, completing a certification, establishing team goals, or just making a commitment to networking with other County managers in the year to come. May you and your families have a wonderful holiday season and best wishes in the New Year!

Coming Soon
2016 will be an exciting year! Watch your email for announcements regarding the quarterly Educational Seminars and our monthly Things You Should Know series.

Frequently Asked Questions
Q: When is the next Educational Seminar?
A: Save the date! Our next seminar will be held on March 30, 2016.

Q: Where can I get more information about the Management Council?

Q: How do I submit an article for the next newsletter?
A: Please send articles and photos to: management.council@ventura.org.

Q: How do I see information on previous award recipients?

“Many people I identify as leaders have common character traits including: courage, integrity, selflessness, empathy, collaboration and reflection. We, as managers, should ensure that we both model these behaviors and empower our staff to embrace our mission.”

- Christy Madden

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2015 Annual Awards Luncheon
President’s Message

By Christy Madden

Welcome 2016! It promises to be a year of growth and opportunity as we bid adieu to more of our beloved and honored fellow leaders. At the risk of neglecting to recognize some key managers, I’m confident that you’ll all agree that the ‘two Pauls’ – Derse and Grossgold specifically – will be sorely missed. We are happy for them both and wish them the best in their well-deserved retirements, along with the others who have dedicated much of their lives to public service.

In a few short weeks we’ll be celebrating and honoring our peers in our Annual Management Council Awards Program. This event is designed to recognize the amazing contributions from our peers in a variety of categories as nominated by you, our members. The names of those who have been nominated are included elsewhere in this newsletter – we hope that you’ll be able to join us for the Awards Luncheon on January 19th at the Serra Center in Camarillo. The formal invitation will be arriving shortly in your e-mail box with specifics and a link to sign up for the event.

The other exciting thing that’s in the works is preparation for the County’s participation in the Corporate Games. As many of you know, the Management Council underwrites the registration fee so that all employees, regardless of classification, can participate. This year the City of Ventura, as sponsor of the Games, has brought back the surfing competition and introduced rowing tug-of-war as a new activity, and cross-fit as a spirit event for the opening ceremonies. Within the next week or so we’ll kick off registration for the 25+ events for activities that begin with the Opening Ceremonies on March 19th at Ventura Community Park and conclude on May 7th at Harbor Cove Beach. In between there’ll be lots of friendly competition and spirited support as we step up to the challenge posted in this video from CSUCI [http://bit.ly/1mu5Byn](http://bit.ly/1mu5Byn). Be sure to check the County’s intranet site frequently for updates and information about playoffs so you can come out and support your County family. If you are interested in volunteering to help out in this year’s games, feel free to contact me directly, or send a message to CorporateGames@ventura.org.

In closing, your Management Council Board hopes that you’ll take advantage of the many opportunities the Council offers you, our members, throughout the year. There are ample opportunities to be involved; simply contact any member of the Board directly or send us an e-mail message to management.council@ventura.org. We look forward to hearing from you and seeing you at our upcoming events.
Benefits of Membership

Membership in the Management Council is aimed at putting our organization on a firmer financial basis, independent of the vagaries of annual budget decisions and reliance on our dwindling reserve funds.

In addition to securing greater financial stability for our budget, instituting membership dues has also provided for enhanced accountability by the leadership, greater individual member’s responsibility for the organization, and hopefully enhanced ownership of and involvement in Council programs, activities, and priorities by our members.

Membership dues have been set at two levels, reflecting members’ ability to pay and/or their level of support for the Council’s goals and purposes, as follows:

- **Sustaining Member** - $5.00 per pay period
- **Supporting Member** - $2.00 per pay period

Everyone included in the “Management, Confidential Clerical, and Other” Resolution is eligible for membership in the Council. Any who choose not to pay dues are not considered members.

Although non-dues paying members (“Associates”) will continue to receive the newsletter and can attend (albeit at full price) Council events, they are not eligible to vote, to hold office, nor to receive any of the benefits extended to dues paying members.
Annual Awards Luncheon

The Ventura County Management Council Annual Awards Luncheon will take place on Tuesday, January 19, 2016 at the Serra Center in Camarillo.

Be sure to register to attend this amazing event!

Purpose

One of the primary objectives of the Management Council is to recognize what’s good in government – to celebrate successes, recognize qualities that epitomize excellent public service, and promote service within our community. To that end, the Council has developed a program whereby Management Council members nominate their peers for awards in a series of categories. An impartial panel of fellow managers reviews nominations and selects the top three candidates in each category to participate in the Awards Ceremony.

Runners up receive certificates of recognition and award winners receive handsome plaques delineating the award category, their name and date of award. It is quite an honor to receive such recognition – the Council firmly believes in the benefits associated with recognizing, promoting, and celebrating those individuals that help to make this one of the greatest counties to work in!

Award Recipients

One of the great things about the County of Ventura is the opportunity to work with a number of talented managers.

If you are interested in previous Award Recipients, please visit the Management Council website. If you are dying to know who will receive an award this year, be sure not to miss the Annual Awards Luncheon!

Award Categories

BEST KEPT SECRET
Awarded to a person whose contribution to the County and the community is uniquely ignored, unknown, and/or unappreciated.

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.

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.

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

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, or fellow employees.
Awards Luncheon Information

Date:
January 19, 2016

Time:
11:30 AM - 1:00 PM

Location:
Serra Center
5205 Upland Road
Camarillo, CA 93012

Cost:
Sustaining Member - $10
Supporting Member - $15
Non-Member - $25

Award Nominees

BEST KEPT SECRET
Julie Frey—HCA Public Health EMS
Maria Gil-Moraga—Human Services Agency
David Hansen—RMA/Building & Safety
Theresa Lubin—GSA Parks
Norm Plott—Fire Protection District
Tom Temple—County Counsel Attorney
Bryan Wilson—Probation Agency

INNOVATION
Tara Carruth—County Executive Office
Dustin Gardner—Fire Protection District
Steve Nelles—GSA Facilities & Materials
Chris Rosa—HCA Public Health EMS

MENTORING
Tony Dominguez—CEO Risk Management

INTEGRITY
Cynthia Elliott—IT Services
Sarah Melgoza—VCMC-Emergency Dept.
Joseph Moore—Probation Agency
Monique Nowlin—VCAA
Michelle Steinberger—Probation Agency

SUPERIOR CUSTOMER SERVICE
Keith Filegar—Public Works Central Services
Dave Hansen—RMA/Building & Safety
John Lagomarsino—Public Works Watershed Protection
Dr. Jeff Salz - 2015 Seminar

http://www.jeffsalz.com

Ventura County Management Council’s continuous learning event on October 29th was held at the Crowne Plaza in Ventura from 8:00 AM to 11:30 AM.

It included breathtaking views, opportunities to network with other County Managers, and a wonderful breakfast.

Our keynote speaker was Dr. Jeff Salz who is a leading anthropologist, explorer, keynote speaker and expedition leader.

His lifetime of unique experience has brought him title ‘leadership guru’ to C-suite executives at forward-thinking organizations like Microsoft, Google, eBay, Motorola and the Walt Disney Company.

His book The Way of Adventure, Transforming Your Life and Work with Spirit and Vision is considered the ‘definitive word on adventure’.

Microsoft Chief Operating Officer, Kevin Turner, recently said: “When it comes to building effective leadership teams by connecting individuals through their highest values, Dr. Jeff Salz is unsurpassed!”

We were not disappointed. Jeff delivered an inspirational presentation that was valuable and extremely motivating.

He shared during his presentation… If there's one thing that he has learned in his many trips, treks and travels it's that, "you don't need to climb a mountain to find adventure. Adventure can be found right where you are!"

Stay tuned to information coming soon regarding our next Continuous Learning Event!

It’s Never Too Early...

The 2016 Corporate Games will be here before you know it, and it's never too early to start training.

How many of us have said the all too familiar phrase, “I'll participate next year.” Well, 2016 is your year! Lace up your shoes and join us at an event. We promise there is something for everybody.

Stay tuned as Team Captain and participant registration information will be coming soon!
A special thank you...

We would like to thank all of the managers that contributed to making the United Way Day of Caring event a success!

A special thank you to the participants:

- Adriana Gonzalez
- Laura Lopez
- Victoria Bradley
- Leticia Ortega
- Renee Fleener
- Marleen Canniff
- Paul Grossgold
- Anna Wong
- Betty Huff
- Gabriella Feliciano
- Christy Madden
- Patty Chan
- Myra Chavez
- Jennie Pittman
- Melissa Livingston

United Way Day of Caring

By Melissa Livingston

A special thank you to our County Management team that participated in the October 3rd United Way Day of caring event. This was the first year we have coordinated a Day of Caring event through the Management Council, and it was a very successful event.

We partnered with the City of Oxnard Fire and the American Red Cross participating in a Fire Prevention and Disaster Preparedness Training Academy and Fair, and Fire Awareness Canvasing event that took place at the City of Oxnard Fire Station #8 on Rose Avenue.

Our County Managers supported booths at the fair that included education and awareness focused upon Tsunami Hazards, Earthquake Hazards, Flood Hazards, Damage Reporter, VC Alert system, and preparing a disaster “go bag”.

Additionally a team hit the street to provide fire and disaster preparedness information to local Oxnard residents, reaching out to 400 homes.

We also invited local Boy Scout Troop 228 out for the Day, that also assisted with the event.

It was a great day…spending time with our management colleagues, mentoring and supporting our local boy scouts, and giving back to the community.

The City of Oxnard and Red Cross found the event to be very successful and would like to make this an annual Day of Caring event that includes our Management Council Team…so we look forward to next year!
Things You Should Know

If you haven’t been attending the Things You Should Know series recently, you have missed some great presentations!

These presentations are archived, along with all of our TYSK events held in the Board of Supervisors' Hearing Room at: http://vcmanagementcouncil.org.

Coming Soon...

January 6, 2016
DISTRICT ATTORNEY - Board of Supervisors' Hearing Room

February 3, 2016
RESOURCE MANAGEMENT AGENCY - Board of Supervisors’ Hearing Room

March 2, 2016
PUBLIC WORKS AGENCY - OFFSITE TOUR - Saticoy Operations Yard

Please join your fellow managers for our ongoing series regarding ‘Things You Should Know’ about County government.
Gone Phishing!
By IT Services Department

For those of you who are not familiar with the term “phishing”, it is a play on the word “fishing”, because the criminal element is “fishing” for personal, and perhaps private, information about YOU! Phishing is an illegal attempt to acquire sensitive information such as usernames, passwords, credit card details and personal or private information, often for malicious purposes. The criminal element often masquerades as a trustworthy entity in an electronic communication such as email.

One example of phishing is the recent email received by many of you that your password is about to expire and you should “CLICK on the web link provided to validate your email address and password.” The email appears to have been signed by the IT Services Help Desk.

If you happen to receive such an email, consider the following and don’t be a victim of a phishing attempt:

1. The IT Service Desk does not send emails of this type requesting validation of your email address and/or password and will never ask for personal or private information.

2. Validate the sender's email address. If you do not recognize the sender and are asked to provide personal or private information, it’s likely a phishing attempt. Even if you do recognize the sender, you can always validate the email with the sender before providing any personal or private information.

3. Check the web address. Often the web address of a phishing site looks correct, but actually contains a common misspelling of the company name or a character or symbol before or after the company name. For example: www.paypa1.com instead of www.paypal.com.

4. Never provide personal or private information in response to an email. Legitimate companies will never request this type of information via an unsolicited email.

Remember in this electronic age, where information is so readily available, we need to protect ourselves from fraud and identity theft. Be aware that individuals are attempting to obtain personal and private information.

You can always contact the IT Service Desk if you receive suspicious emails. IT Services will make every effort to communicate these phishing attempts to the proper parties. You can reach the IT Services Desk at (805) 658-4357.

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Cyber Security Tips at Home

You can increase your chances of avoiding cyber risks by setting up the proper controls.

The following are things you can do to protect yourself, your family, and your property before a cyber incident occurs.

- Only connect to the Internet over secure, password protected networks.
- Do no click on links or pop-ups, open attachments, or respond to emails from strangers.
- Always enter a URL by hand instead of following links if you are unsure of the sender.
- Do not respond to online requests for personal information over the Internet.
- Limit who you are sharing information with by reviewing the privacy settings on your social media accounts.
- Trust your gut. If you think an offer is too good to be true, then it probably is.
- Password protect all devices that connect to the Internet.
- If you see something suspicious, report it.
The Ventura County News Channel is designed to inform and educate the public about the activities, services and programs of the 25 agencies and departments that make up County of Ventura Government. Using stories (text), video, photos, features and social media, the News Channel shows residents the many ways their tax dollars are being spent to make Ventura County a better place to live and work.

The News Channel takes the County’s communication efforts to the next level, aggregating news and information from County sites to create a central source for County news that is both verified and in its proper context.

The News Channel will provide alerts about major, countywide events and produce high-quality feature stories that illustrate how the County is working to achieve its strategic goals.

While administered by the County Public Information Office, the Ventura County News Channel is actually a collaborative effort of all County agencies and departments to bring more information to the public.

If you have any questions regarding the Ventura County News Channel, or have an idea for a feature story, please contact Bill Nash, County Public Information Officer, at 654-2640.
Ventura County Management Council

Did you know there is a Management Council website that anyone can access to learn about the Board of Directors, the Council bylaws, and membership opportunities? On the 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 members and enrollment forms. To access the website, go to: http://www.vcmangementcouncil.org.

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.

Networking Committee

The Networking Committee is responsible for organizing social events, networking activities, and the annual Awards Luncheon.

Communications Committee

The Communications Committee is responsible for publishing the Kaleidoscope newsletter, maintaining the Management Council’s web site, and monitoring and responding to e-mail communication with the Council. This committee also coordinates the quarterly State of the County discussions with the CEO.

Membership Committee

The Membership Committee is responsible for member recruitment and recognition, planning of the annual membership meeting, and coordinating periodic membership surveys to determine priorities and organizational goals.

Education Committee

The Education Subcommittee is responsible for scheduling events and speakers for the Things You Should Know series, as well as the quarterly Educational Seminars.

Your Board

Officers
President: Christy Madden………………CEO
Vice President: Cheryl Wade……………..VCSO
Treasurer: Mark Lorenzen……………..Fire
Secretary: Chris Cooper………………PWA

Executive Committee
Mark Varela………………VCPA
Barry Fisher………………….HCA

Board Members
Greg Bergman……………..GSA
Cynthia Elliott……………...ITSD
Betty Huff…………………..RMA
Melissa Livingston……………HSA

Contact Us

If you are interested in serving on a committee, volunteering at an event or have questions regarding the Ventura County Management Council, contact us at:

management.council@ventura.org.