March Networking Event
The Management Council Board of Directors would like to encourage you to take the time to meet and collaborate with other County of Ventura managers during the March Networking event.

Date: March 13, 2017
Time: 5:30 PM - 8:30 PM
Location: Relm, 2390 Las Posas Road, Suite H, Camarillo, CA 93010

We look forward to seeing you there!

Coming Soon
Watch your email for announcements regarding the March Networking Event, Educational Seminars, and our Things You Should Know series.

Frequently Asked Questions
Q: When is the next Educational Seminar?
A: Our next seminar will be held on April 12, 2017.

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

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

“In Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

~ Jack Welch

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President’s Message

By Christy Madden

Last issue I wrote about how ‘times they are a changin’, and summarized an article in Forbes magazine about the three qualities – vision, communication, and judgement - of effective leaders that are particularly important during uncertain times. As we maneuver through the chaotic conditions associated with the recent election, it’s important that we not only embrace our organizations’ missions, but that we clearly understand our individual role. One way, as suggested by Ray Blunt on GovLeaders.org, is that we develop a personal mission statement.

Why is this important? Civil service is a higher calling demanding unprecedented public trust. I’ve asserted before that those of us pursuing this line of work reap benefits far beyond fair and equitable compensation. We are passionate about the communities we serve and derive unquantifiable benefits from the work that we do. Developing a personal mission statement – one that aligns us as individuals within the larger organization – strengthens our leadership competency, provides focus amid daily distractions, and refines the nexus between our personal and professional lives.

Developing Leadership Competency - Leadership competency includes, in addition to the qualities referenced above, self-awareness, strategic thinking, and service-orientation. Developing a personal mission statement requires that we take time for reflection. It requires that we articulate, in written form what might only manifest itself as a feeling that drives daily activities or motivates us to press on amid frequent obstacles. Developing a personal mission statement necessitates utilizing all of the skills around leadership competency thus this exercise builds those leadership competency muscles, enhancing both our effectiveness and efficiency.

Focus Amid Distractions – The work that we do is diverse, challenging and often turbulent. It’s easy to get lost in the hustle and bustle of our daily tasks and lose focus due to the constant distractions and demands on our time and energy. A personal mission statement articulates a vision so we can reframe and refocus our attention on the things that really matter. Some interferences can’t be avoided but enunciating one’s passion, particularly if it has gone unexpressed, can help to bring clarity even as we function in chaotic circumstances.

Nexus Between Personal and Professional Life – Developing a personal mission statement is just that, it’s personal. As passionate civil servants, this exercise will highlight the intersection between your personal and professional lives. I’m not suggesting that a personal mission statement somehow reads like that of your agency or the County, but when you explore some of the questions suggested below, what attracted you to this career path will be revealed with stunning clarity. As we’ll hear at our upcoming educational seminar entitled “Relationships Matter”, the speaker will be delving into both personal and professional relationships; an exploration made even richer when one knows, through your personal mission statement, who you really are.

There are many ways to develop a personal mission statement but however you start, it should be done without distractions in a quiet environment conducive to self-reflection. Try to fast forward in your life, and think about how you want to be remembered. The key is to dive in and ask yourself questions that will not only reveal your passions and talents, but highlight opportunities for personal growth. Mr. Blunt suggests the following questions to get you started.


I’d love to hear what you come up with. If you are willing to share, e-mail your personal mission statement to management.council@ventura.org and we’ll print them in our next newsletter – anonymously if you prefer.

Please join us in welcoming Monique Nowlin to the Management Council Board of Directors. Monique is the Deputy Director for the Ventura County Area Agency on Aging. She holds a Master’s degree in Public Policy and Administration, and has been with the County of Ventura for over 20 years!
Educational Seminar

DATE: Wednesday, April 12th
TIME: 8:00 AM - 11:30 AM
LOCATION: Ventura County Office of Education (VCOE) 5189 Verdugo Way Camarillo CA 93012

The Management Council Speaker Series continues on April 12, 2017 at the Ventura County Office of Education.

Please join us to hear from Dr. Tony Ferretti, Psychologist, Speaker, Author, and Media Personality.

With humor and practical strategies for change, Dr. Ferretti inspires, motivates, teaches, and transforms his audiences.

Dr. Ferretti’s topic will be “Relationships Matter”. He will assist us all in exploring the importance and value of relationships personally and in the workplace; focusing on forming healthy relationships through commitment, personal responsibility, communication, conflict resolution, trust, and forgiveness.

Annual Management Council BBQ

No program, no lectures… just mingle and eat!

Get to know other County Managers while enjoying our amazing BBQ cuisine.

Event registration will be emailed to you soon. This is one of our most popular events, so please be sure to sign-up early!

DATE: Thursday, May 18th
TIME: 11:30 AM - 1:00 PM
COST: Sustaining Members - FREE Supporting Members - $5 Non-Members - $10
LOCATION: Freedom Center Camarillo Airport 515 Eubanks Street Camarillo, CA 93010
Annual Awards Luncheon

The Ventura County Management Council Annual Awards Luncheon was held on Thursday, January 26, 2017 at the Serra Center in Camarillo.

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.
2016 BEST KEPT SECRET AWARD

Christopher Ramirez
Recognized as an unsung hero who contributes to the county and the community in ways that are often overlooked.

2016 MENTORING AWARD

Dr. Pauline Hunter
Recognizes a commitment to nurturing, supporting, guiding and training others in the art and career of public service.

2016 INTEGRITY AWARD

Brian Baca
Recognizes honesty, openness, forthrightness and good character in honoring commitments and always doing the right thing.
2016 Award Recipients

2016 INNOVATION AWARD

Joseph Moore

Recognizes originality, creativity, and insight in developing improved approaches to providing public service.

2016 SUPERIOR CUSTOMER SERVICE AWARD

Norman Plott

Recognizes responsiveness, clarity, patience, good humor and enthusiasm in consistently exceeding client expectations.

2016 MANAGEMENT COUNCIL BOARD OF DIRECTORS’ AWARD

Steve DeCesari

Ventura County Sheriff’s Office
2016 Award Recipients

2016 CHAMPION FOR CHANGE AWARD
Dr. John Schipper

2016 GOOD GOVERNMENT AWARD
Kim Prillhart
2016 Award Nominees

Best Kept Secret
- Christopher Ramirez – General Services Agency
- Irma Arreola – Human Services Agency
- Liz Sandoval – Resource Management Agency
- Rosemary Rowan – Resource Management Agency

Mentoring
- Amber Butler – General Services Agency
- Cheryl Wade – Sheriff’s Office
- Claudia Bautista – Public Defender’s Office
- Pauline Hunter – Health Care Agency
- Rosanna Bati – County Executive Office

Integrity
- Brian Baca – Resource Management Agency
- Cheryl Wade – Sheriff’s Office
- Eric Keller – Public Works Agency
- Jim Delperdang – Resource Management Agency
- Tom Kasper – Fire Protection District

Innovation
- Joseph Moore – Probation Agency
- Paul Hilbun – County Executive Office
- Peter Bednar – General Services Agency

Superior Customer Service
- Brian Baca – Resource Management Agency
- Norm Plott - Fire Protection District

Dustin Gardner, Andy Ortega, Norm Plott, and Steve Francis
CORPORATE GAMES

Corporate Games 2017 will be from March 25th to May 6th.

We would like to encourage all employees to participate in the Games to:

- Promote camaraderie;
- Highlight the County’s sportsmanship and competitive skills; and
- Promote health and wellness amongst County employees.

ORDER YOUR CORPORATE GAMES T-SHIRT NOW!

2017 Corporate Games

As the County of Ventura enters our 15th year participating in the Corporate Games, we are forging a new partnership with our County Wellness Program (VC-WELL). The Corporate Games, hosted by the City of Ventura, offers companies from throughout the Ventura County region six weeks of friendly competition in about 30 different events from softball, to speed scrabble - there’s literally something for everyone. The 2017 Corporate Games will take place from March 25 to May 6. Events and activities occur after regular work hours and on weekends.

Initiated in 2003 in the midst of a reduction in workforce, the Management Council saw an opportunity to promote camaraderie and improve employee morale. What started on a whim, has evolved into a sophisticated, exciting, and much anticipated event made possible through the commitment and dedication of an army of volunteers from throughout our organization. Thanks to the dedication of our IT staff, we now have an event registration system that allows participants to sign up for events, coordinators to download rosters of participants, and a method of send out periodic notifications to employees who want to be notified about Corporate Games happenings.

Despite the growth in participation and interest in Corporate Games, we continued to find a number of employees who are unaware that they can participate, or believe that they ‘aren’t good enough’ to play. This year the Management Council decided to partner with VC-WELL as yet another way to reach out to our employees while simultaneously promoting healthy lifestyles. VC-WELL will assist with communication and messaging about the many opportunities to participate in the Corporate Games regardless of fitness level. VC-WELL programs also help employees improve their fitness level to prepare safely for events in which they are interested. VC-WELL’s new 9-week “Couch to 5K” class will allow employees to get in shape and enjoy the sense of accomplishments when they complete the Corporate Games 5K walk/run for the first time! Additional VC-WELL programs will help employees be fit and continue the team building and camaraderie with fun friendly competition year-round.

We are aiming to make this year the biggest in history of the County’s participation, so we encourage everyone to register for events!

Corporate Games apparel. Orders must be placed by March 4th at 11:00 p.m. Here’s a direct link to the Eventbrite page: https://www.eventbrite.com/e/final-corporate-games-apparel-order-tickets-31835388504?aff=erelexpmit
2016 Food Share Canned Tree Team Build
The Ventura County Fire Department gave a special demonstration on the flammability of Christmas trees, while displaying some of their specialized equipment at the Government Center.

The tree in the photo had been burning for less than one minute.

In addition to holiday safety, County managers learned about Urban Search and Rescue, Hazardous Materials, Water Rescue, wildland firefighting, Airport Crash / Rescue and hands-only CPR.

Please be sure to join us next time for the next TYSK event at the Camarillo Animal Shelter!

Things You Should Know

If you haven’t been attending the Things You Should Know (TYSK) 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.

Watch your email for announcements regarding the next TYSK event on June 7th at the Camarillo Animal Shelter!
LEAP Program

On February 7th, the Board of Supervisors recognized the first cohort who graduated from the Leadership Excellence and Action Program (LEAP).

Purpose

LEAP primarily currently targets Agency/Department senior management and is designed to enhance their effectiveness and to assist them to be more effective and well-rounded leaders. It also provides emerging executives an effective skillset designed to enhance the countywide organizational culture.

Specifically, LEAP goals are to: 1) Build internal leadership capacity; 2) Increase employee accountability; 3) Develop self-awareness of leadership competencies and impact on others; 4) Maximize employee engagement through coaching; 5) Increase knowledge and skills to expand, influence and maximize outcomes; 6) Increase presentation skills; and 7) Build high trust and dependable relationships across agencies and departments.

Program

LEAP is a six-month program with 8.5 days of learning covering 12 content areas. LEAP’s essential components include: 1) Real Colors Leadership; 2) 360 Degree assessment; 3) Cultural Competency; 4) Employee Coaching; 5) Emotional Intelligence; 6) Employee Engagement; 7) Ethics, Values; 8) Trust; 9) Crucial Accountability; 10) Professional Judgement; 11) Strategic Leadership; and 12) Mock Board Presentations.

LEAP Graduates

Korinne Bell—Ag Commission
Tara Diller—Animal Services
Renee Ferguson—Sheriff
Renee Fleener—Assessor
David Fleisch—Public Works
Stuart Gardner—DA
Dustin Gardner—Fire
Charles Genkel—RMA
Renee Higgins—HCA
Gina Johnson—Probation
Rodney Lanthier—ITSD
Melissa Livingston—HSA
Kaye Mand—CEO
Katie McKinney—CEO
Monique Nowlin—AAA
Brian Palmer—CEO
Dee Pupa—HCA
Jorge Rubio—Airport
Kiran Sahota—Behavioral Health
Ken Sewell—Child Support Services
Jeff Shea—Fire Department
Paul Stamper—CEO
David Valenzuela—Clerk/Recorder
Summer Ward—HCA
Rebecca Willhite—Sheriff
Michelle Yamaguchi—Auditor
Paul Young—GSA
Sustaining Member

Eligible to vote and run for office for Council Board positions.

Eligible for a 25% discount for all Council events for member and a guest.

Receive a dated plaque when initially signing on as a dues paying Sustaining Member.

50% discount on admission to the Annual Awards event for member and a guest.

Supporting Member

Eligible to vote and run for office for Council Board positions.

Eligible for a 10% discount for all Council events.

Receive a dated certificate when initially signing on as a dues paying Supporting Member.

25% discount on admission to the Annual Awards event.

To apply for Management Council Membership, visit the Registration Page on our website.

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.
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.

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.