

Municipal Leadership Webinar

*July 17, 2019
10:00 – 11:30 MST*



Municipal Leadership Webinar

This webinar is a custom webinar designed specifically for municipalities!

Leadership is often misunderstood but is essential for municipalities to be successful! For a municipality to reach its goals, leadership must be well understood and exercised at all levels of the organization.

All individuals can be leaders in their roles ranging from municipal Council's, to leads of small department branches, to those with no staff at all! This webinar is, in part, based on the popular "Leadership Challenge" and is about mobilizing others to get extraordinary things done.

This webinar will highlight the practices leaders use to transform values into action, vision into realities, obstacles into innovations, separateness into solidarity, and risks into rewards. It is a customized webinar that is fully focused on the municipal world. How your area fits and how your leadership can make a difference in the success of your municipality. Examples of municipal success will be part of the webinar curriculum.

This webinar will provide value for urban and rural municipalities of all sizes and student levels. The wide variety of topics covered in this webinar will give students an extensive understanding of municipal leadership and practices that can be used every day and can vastly improve the chances for success to achieve goals. Leadership is an essential component of professional development for all municipal professionals. Value and learning outcomes will be:

- Leadership defined and the context in municipal government
- Municipal fundamentals and foundation for achievement
- The "business" of municipal government and how leadership is essential for success
- Turning a strategic plan into reality through leadership
- Engage yourself and the people you lead of through essential leadership practices.
- Learn how to "lead from behind". Be a leader without position authority.
- Build your credibility as a leader and find your voice.

Webinar Agenda

- Leadership in the municipal context
- Leadership and management – both critical
- Leadership for everyone
- What leaders do and what staff expect
- Model the way
- Inspire a shared vision
- Challenge the process
- Leadership for everyone
- Enable others to act
- Encourage the heart
- Leadership for everyone
- Who are you as leader?
- Steps to success

Webinar Synopsis

The Basics

- Leadership defined – municipal context
- Leadership vs. management and the importance of both
- Leadership success – municipal examples
- The business of municipal government – what defines success?
- What does successful leadership look like in the municipal world?
- Essential municipal disciplines and tying them to leadership
 - Strategic plan
 - Department Business plans
 - MDP
 - Master plans
 - Staff development plans
 - Performance appraisals

What Leaders Do and What Staff Expect

- Leading today for tomorrow
- 5 best practices for exemplary leadership
- Leadership is a relationship
- 10 commitments of leadership
- What staff look for and admire in a leader
- Building creditability as a leader

Model the Way

- Find your voice
- Clarify your values
- Express yourself
- Set the example
- Build shared values
- Align actions with values

Inspire a Shared Vision

- Find your goals to inspire others
- Techniques to motivate
- Envision the future
- Enlist others

Challenge The Process

- Search for opportunities
- Make challenge meaningful
- Innovate and create
- Looking outward for fresh ideas
- Experiment and take risks
- Learn from mistakes

Webinar Synopsis

Enable Others to Act

- Foster collaboration
- Create a climate of trust
- Support face-to-face interactions
- Facilitate positive interdependence
- Strengthen others – generate power all around
- Ensure self-leadership
- Provide choice
- Develop competence and confidence
- Foster accountability

Encourage The Heart

- Recognize contributions
- Focus on clear standards
- Expect the best
- Pay attention
- Personalize recognition
- Celebrate the values and the victories
- Create a spirit of community
- Tell the story
- Set the example

Leadership for Everyone

- Leadership is everyone's business
- Everyone leads - leading from behind

Who are you as a Leader?

- Taking the webinar concepts to develop your leadership profile.
- Creation of your leadership plan. (one-month, six-month, twelve-month goals)
- Next steps
- Question and answer

Webinar Creator/Instructor Tim Duhamel

Career Highlights

- 21 years of municipal government experience
- GFOA member since 1998
- International lecturer for the Federation of Canadian Municipalities - Kiev, Ukraine on 8 municipal finance topics
- Education lead - webinar creation for GFOA Alberta (President Bloom CME)



Manager - Financial Planning, Strathcona County

- Principal Financial Advisor to Strathcona County's Executive Team, CFO and Council
- Developed Long Term Capital Plans, Long Term Operating Plans, Priority Based Budgeting.
- Capital Committee Chair - over 1 Billion in projects approved and constructed.

CAO -Town of Bruderheim

- Successfully negotiated a funding agreement between Strathcona County, Lamont County and the Town of Bruderheim for a new fire hall and managed the project to construction
- Provided leadership during Town of Bruderheim forest fire recovery (\$3.5M fire)
- Led numerous Council directed changes to success (i.e. Snow removal, fire support, website and town branding, capital projects etc.)
- Negotiated a Town/Country revenue sharing agreement for the Lamont County Industrial Heartland

General Manager - Community and Protective Services, City of Spruce Grove

- Lead RCMP, Fire, Ambulance, Family and Community Services, CSS, Recreation, Culture
- Led the development of a business case and budget approval of the Aerials Gymnastics Facility and City of Spruce Grove partnership (\$12M)
- Led a review of long-term Fire and Ambulance resource requirements
- Lead Administrative Liaison on the negotiation team for the Provincial/Municipal integrated ambulance provider contract with Alberta Health Services