



Cal-ICMA Launches Enhanced "Coaches Gallery"

As part of the 2014 Coaching Program, Cal-ICMA has upgraded its "Coaches Gallery." The Gallery now includes eighty (80) City and County Managers, Assistant or Deputy Managers, Department Heads, and other senior managers who are ready and able to coach emerging leaders in local government and accelerate their development.

Do You Want a One-to-One Coach? It's Simple!

It's easy to find a coach. Just go to www.cal-icma.org/coaching, click on "Coaches Gallery," select a coach, and then email the coach to schedule a phone or in-person meeting.

The coaching relationship can be for a one-time meeting or conversation, a periodic discussion, or an ongoing relationship. . .your choice. You can discuss career advancement opportunities, professional development strategies and activities, leadership issues, problematic work situations, or other professional topics of interest.

In selecting a coach, review the profiles of the senior managers featured on the "Coaches Gallery." You may wish to consider the following:

- ✓ Do you want a coach from a city, county or special district?
- ✓ Do you want a coach from a nearby jurisdiction so you can meet face-to-face?
- ✓ Do you want a coach who is a chief executive or a department director or other senior manager?
- ✓ Do you want a coach who has specific expertise or knowledge (e.g., finance, hr, economic development)?

- ✓ Do you want a coach of color or a woman coach?
- ✓ Do you want a coach who is an active manager or a recently retired manager (who may have more time to provide coaching on an ongoing basis)?

Need Some Help?

If you'd like some advice on selecting one or two of coaches, you may contact one of the ICMA Senior Advisors for guidance. They include:

Michael Garvey garveycgs@yahoo.com
Jan Perkins jperkins@managementpartners.com
Pam Easter peaster@icma.org
Dave Mora dmora@icma.org
Frank Benest frank@frankbenest.com

"Coaches Choice" Resources

If you'd like some resources about accelerating your development, the "Coaches Corner" on the Cal-ICMA website now includes a section called "Coaches Choice" resources. These are favorite videos, articles, and other materials selected by the Cal-ICMA coaches. Go to www.cal-icma.org/coaching, click on "Coaching Program and Resources," and then check out "Coaches Choice" resources.