



# Municipal Officials Leadership Institute Advanced Refresher Program

October 25- 26 2018

*La Posada de Santa Fe*

## Final Program

### **THURSDAY, OCTOBER 25**

7:15 – 8:00 a.m. REGISTRATION & BREAKFAST

8:00 – 9:45 a.m. **Using Parliamentary Procedure to Your Advantage**

*Instructor: Randy Van Vleck, General Counsel  
New Mexico Municipal League*

9:45 – 10:00 a.m. BREAK

10:00 a.m. – Noon **Sexual Harassment**

In this presentation we will recap the principles of TRP® *Becoming the Totally Responsible Person* - how to let go of negativity and be positive, productive and effective no matter what. Participants will also learn to demonstrate the character traits most important to them in everything they do, and serve others through the motivation of character versus ego.

*Instructor: Linda Strauss, SHRM-SCP, SPHR  
Strauss Human Resources Consulting*

NOON – 1:30 p.m. LUNCH/ COMMUNICATION CATCH-UP

1:30 – 5:00 p.m. **Leading for Results**

Too often we “make stuff up”, thinking (if we are aware of our thoughts at all) our interpretations are facts when they are not. The harm this causes and the consequences this creates can prevent us from getting the results and outcomes we want. In this session, you learn ways to become more aware of differentiating between fact and interpretation and getting the results you want.

*Instructor: David Markwardt, MSOD, MFA  
David Markwardt Consulting, LLC*

3:00 – 3:15 p.m. BREAK

5:30 – 7:00 p.m. SOCIAL & DINNER

## **FRIDAY, OCTOBER 26**

7:30 – 8:30 a.m.      BREAKFAST

8:30 a.m. – Noon      **Succession Planning**

The data is clear: Every day in the United States, 10,000 people turn 65. According to the Pew Research Center, millennials now outnumber baby boomers in the workplace, 76 million to 75 million, while millennials will make up 75 percent of the workforce just 10 years from now.

As a result of the rapidly aging workforce, government organizations -- small and large, rural and urban -- are experiencing a brain drain that is placing their organizations at a critical juncture: The need for experienced and seasoned employees has never been greater, yet those are the very workers who are most likely to be departing in the very near future. It's clear that governments need to get serious about succession planning.

It is in the best interest of any organization to identify its next leader / manager among the associates who are already on staff, is trusted and loved by the other members of the staff, and already knows and understands the unique culture and history of their organization, community, and constituents. But how does that work for elected officials?

*Instructor: Arthur Humphries, Business Advisor at the Federal and State Governments Sponsored Procurement Technical Assistance Center*

10:00 – 10:15 a.m.      BREAK

Noon                      WRAP UP & ADJOURN