



NEFCPM GAZETTE

NFCPM GAZETTE

January 2009

[Learn about Stress Management at the January meeting](#)

The January luncheon will be held on Tuesday, January 13 at the Amtrak Community Room on Railroad Avenue.

What better way to start the new year and relax from all the hustle and bustle of the holidays than to attend a session on Stress Management presented by Dr. Patrick Smith. Dr. Smith is a local Chiropractor and a member of Foundation for Wellness.

The luncheon will be catered by Michele Davis and the cost is \$7.00.

Reservations are required and should be made to Pam Krohn at lightlee@comcast.net, 850-309-1389 (home) or 850-345-7074 (cell). CUT OFF DATE FOR RESERVATIONS IS FRIDAY, JANUARY 9.

[Overview of December luncheon](#)

Many thanks to Pam Krohn for taking notes at the meeting in the absence of Dottie Gough, and to Sabrina Hartley for reviewing the notes.

Before the meeting was called to order, Fred Varn spoke about the reason why his name was removed from the ballot. He explained that it was the result of an error in legal interpretation/information. He believed that it was not necessary to resign from his school board position in order to run for State Representative. As it turns out, the constitution requires him to resign the post and he was disqualified from the state race. He does not want those who supported him to think that he let them down and will watch to see if state government employees are well represented, and our concerns addressed by Representative Rehwinkel Vasilinda. If he believes they are not, he will run again in 2010.

Sabrina opened, turned over to Jeff for nominations of officers and Committee Chairs. All members present unanimously confirmed the following:

Officers

President: Sabrina Hartley
Vice Pres: Chris Goodman
Secretary: Pamela Krohn
Treasurer: Kim Veldink

Chapter Committee Chairs

Program Chair Committee	Chris Goodman
Chapter Effectiveness	Trinette Ballard
Community Service	Sherry Valdes
Fund Raising Chair	Colin Barton (new volunteer – thanks Colin!)
Awards Committee	Shelanda Shaw
Membership Committee	Cheryl Graham

Alumni Committee/Graduation	Ada Burnette
Legislation and Policy	Curtis Watkins
Nominations Committee	Jeff Pouliotte
CPM Mentoring	Deidra Jones

On behalf of the community service committee, Sherry thanked everyone who donated to Christmas Connection, and said that the Heart Walk was successful. She'd like to hear of more volunteer opportunities and reported that the chapter volunteered at the Senior Center a couple of times this year. The chapter is to be commended for its generosity to the Christmas Connection. More than 60 pounds of food, clothes, and other miscellaneous items were donated.

Bob Badger: Treasurer

Our current balance is \$2812. The only monthly expenses are for meeting luncheons and \$19.99 per month for web presence. Jeff spoke up and said that the "King of Attendance" is Bob Badger, and thanked him for doing such a great job during the past two years.

Cheryl Graham is working with Kim Stephens on the Coach Bag and Gucci Wallet donation fund raisers. Sabrina says we need to outreach to current members. She and Cheryl will contact members to generate interest.

Volunteers Needed - Curtis Watkins: Legislative Committee: Curtis needs volunteers for his committee to send him notice of legislation.

Level VIII – Graduation Committee needs volunteers.

All committee chairs who need volunteers, please let Pam know asap, and she will send out a "call for volunteers" to members and friends.

Sabrina would like feedback on ideas of who to invite as speakers and other ideas for group topics, panels, training, etc. Jeff suggested that speakers list CPM principles after their talk or have someone summarize afterwards. Jeff will help.

Sabrina reviewed some of our 2008 meeting topics:

Review of CPM Principles

Betty Morales – Big Bend Hospice

Cheryl Graham – "Attitude is Everything"

Jim Kallinger – Managing Across State Agencies

Michelle Bono – "From Good to Great"

Byron Brown & Claire Mazur - Mentoring Program

Shawn Baldwin – CPM Current and Future

Sharon Larson, DMS – HR Initiative

Chapter Discussion – What we are Grateful For/What we Wish For In A Manager

Panel Discussion - Management Techniques

Curtis Watkins – Legislative Wrap Up

Shelanda Shaw brought in Carmen Cummings – re: Employee Recognition

Looking forward: Upcoming bookings are:

January - Stress Mgmt. Workshop – Dr. Patrick Smith, Chiropractor, Member of Foundation for Wellness (confirmed)

February - Jeff Pouliotte – Will show a film re: massive project to move a bridge (confirmed)

March - City Manager – Anita FavorsThompson (invited – Sabrina will confirm)

April - Haynes McDaniel – currently teaching English in China, will speak about his experiences and perspective interacting with that culture. (Dottie needs to confirm)

May – Public Employee Appreciation (Shelanda will secure a presenter)

Chris Goodman, new NFCPM VP, plans to contact the following as possible speakers:

Chief Financial Officer, Alex Sink

Bill James – Director of Office of FL Drug Control & Substance Abuse

Fred Seffner – Goodwill Industry – How he uses CPM

John Marks – Tallahassee Mayor – future of CPM

Fred Levinson – willing to present to the chapter as needed

Denise Hunter – DCF Leadership Director – How she got started, challenges, future ideas, etc. (was in 1st CPM graduating class)

Jeff Pouliotte brought up some ideas about having everyone take a personality profile at one meeting. This will help members to better understand themselves and others.

Sabrina is considering a member survey to get feedback about issues like presentation formats, topics of interest, participation interests/willingness, etc. Pam will distribute.

Brainstorming:

Fred Levinson said last month that South FL CPM does a “book report” once a month.

Another idea is to have a Panel on an agreed topic with questions proposed ahead of time so the Panel is prepared. Ideas are welcome!

Cheryl would like to have a “CPM FUN Day” – Each member would invite another member (who does not attend meetings) to meeting, pay for their lunch, etc.

She pointed out that she “sold” CPM participation to her agency as “free and valuable training”.

Someone suggested having an annual “theme” in the future.

Ada Burnette arrived and presented an award of recognition for contributions to CPM in 2008 to Jeff Pouliotte (framed certificate)

Sabrina said that the Southeastern Evaluation Association (SEA) has asked NFCPM to deliver a module at their training seminar in February. Interested trainers should contact Sabrina ASAP (by the end of December) at 487-9232.

All 2009 meetings will be held at the Leon County Community Room on the 2nd Tuesday of each Month. Talented, exceptional chef – Michelle will cater the meals.

Sabrina mentioned partnering with ASPA and the SEA in the future for presentations and, perhaps, training opportunities.

Sabrina introduced Dale Weeks, DOR, American Society for Quality, who is on the ASPA Board. Dale spoke briefly about what is happening in FL with the election of the new administration in Washington. He discussed how you emphasize management in Government. Over the years, Government has been reinvented with no major impact at the Federal level. The American Society for Quality is collaborating with 30 counties to develop a position for what role American Society for Quality can play both in FL and the nation to emphasize leadership reform – benchmarking 30 or more organizations, with 5 or 6 involved in structured management framework.

He asked what role NFCPM would like to play? Proactive participation could help to correct events like the aftermath of Katrina and help to develop a framework with emphasis on Management of Enterprising Government; who is managing the budget, etc. Obama has stated that his role is to ‘carry the vision’. Dale Weeks would like to know on what level NFCPM would want to participate before January 20. Dale sent Pam and Sabrina a number of documents. The Board will review and make a determination about what to send out to membership. Pam thinks a survey might be a good idea to collect data on what the membership thinks about this type of collaboration, and what ideas can be generated.

Another CPM member is interested in exploring: With the budget shortfall and little to go around, how do we ensure getting return on investment?

[SIGN UP NOW for the 19th Annual FSCPM Symposium and Awards Luncheon](#)

The 19th Annual FSCPM Symposium and Awards Luncheon is scheduled for January 22 and 23, 2009 at the Embassy Suites Hotel in Altamonte Springs, Florida. The theme for this year's conference is "Leadership in the 21st Century and Beyond" and five excellent speakers are lined up. The attached brochure will provide more details.

The important thing is for you to get this on your agenda and work on getting approval from your agency to attend. It's a great opportunity and a bargain at \$195 which includes 2 continental breakfasts, an Awards Luncheon, breaks and materials. The Awards Luncheon will be held on Thursday, January 22 from 11:30-1:30 and will recognize individuals from each of the chapters. See the attached brochure for a line up of the speakers.

Mark Your Calendar!

- | | |
|--------------------|---|
| January 13 | Title/Subject: Stress Management Workshop
Speaker: Dr. Patrick Smith, Smith Family Chiropractic
Location: Amtrak Community Room, Railroad Avenue
Cost: \$7.00 – catered by Michele Davis |
| February 10 | Title/Subject: Super Move Across FDOT Bridges
Speaker: Jeff Pouliotte
Location: Amtrak Community Room, Railroad Avenue
Cost: \$7.00 – catered by Michele Davis |
| March 10 | Speaker: Anita Favors-Thompson City Manager, Tallahassee (invited)
Location: Amtrak Community Room, Railroad Avenue
Cost: \$7.00 – catered by Michele Davis |
| April 14 | Speaker: Haynes McDaniel (invited)
Location: Amtrak Community Room, Railroad Avenue
Cost: \$7.00 – catered by Michele Davis |
| May 12 | Title/Subject: Public Service Recognition Celebration
Location: Amtrak Community Room, Railroad Avenue
Cost: \$7.00 – catered by Michele Davis |

Reservations should be made to Pamela Krohn at 850-309-1389 or lightlee@comcast.net.

We encourage you to share this newsletter with other interested parties.
Newsletter editor: Dottie Gough, dottiegough@embarqmail.com.

19th Annual FSCPM Symposium and Awards Luncheon



When: January 22 and 23, 2009

Where: Embassy Suites Hotel - Orlando North

225 Shorecrest Dr.

Altamonte Springs, FL 32701

Phone: 1-407-834-2400 or 1-800-362-2779

(Use Code “CPM” for \$119/night rate)

Cut off for hotel registration is 1/06/09

Cost: \$195 - Symposium & Banquet

Cut off for Symposium Registration is 1/11/09

The theme of this year’s symposium is **“Leadership in the 21st Century and Beyond.”** There will be five speakers presenting different sessions focusing on a variety of leadership and management techniques.

The rooms are a deluxe suite that includes a complimentary “cooked to order” breakfast. There are no parking costs. The cutoff date for room reservations is January 6, 2009 (reservations made after the cutoff date will be based on the prevailing rate and availability).

The schedule is:

Activity	Topic	Date and Time	
Breakfast		1/22/09	7:30am – 8:00am
Welcome	Christine Taylor, Symposium Coordinator and Jerry McCarthy, President, FSCPM		8:00am – 8:15am
Bob Kodzis, President and Founder, Flight of Ideas, Inc.	Burning the Box – This is a fun, interactive workshop that boosts personal and professional creativity by helping participants identify and eliminate some of their most significant creative barriers. These barriers interfere with our ability to identify creative solutions to our challenges and they keep us from seeing all of the possibilities in life. They also keep us from generating large volumes of great creative ideas. The tools and ideas shared in this presentation are very simple and straightforward. It is a unique experience for every participant because each student works to identify the elements that make up their individual “creative boxes”.		8:15am – 9:45am
Break			9:45am – 10:00am
Freddie L. Groomes-McClendon, Ph.D., Retired Teacher and	Marching to a Different Beat: Survival and Success – “These are the best of times and the worst of times”. This is a most appropriate quote today in the lives of Public Managers who are often asked to do more with less.		10:00am – 11:15pm

College Adminis- trator	<p>How does the manager today succeed? How does the manager deal with budget limits, downsizing, stressed out personnel, homicides in the workplace, valuing diversity, “greening in the workplace” and demands for enhanced production as well? These are indeed challenging times for managers.</p> <p>Managers must regroup and march to a new beat if they are to survive and, better still, if they are to succeed. The contemporary challenges of today require more than what managers were trained in and taught traditionally. Certified Public Managers must develop unique strategies and new skill sets to cope with the day to day managerial responsibilities.</p> <p>This presentation is designed to provide participants an opportunity to:</p> <ul style="list-style-type: none"> • Examine relevant issues • Explore alternative solutions • Share relevant data with colleagues • Develop an action plan to address identified issues <p>Ultimately, participants will be able to better manage their most valuable asset, human capital and achieve enhanced productivity.</p> <p>Copies of Dr. Groomes-McClendon’s book entitled <u>The Marginal Difference</u> will be available for an additional cost of \$20 as noted on the registration form. An overview of the book is attached. All proceeds from the sale of this book are donated to a scholarship for single mothers at the Florida A&M University, Tallahassee, Florida.</p>		
Awards Lunch			11:30pm – 1:30pm
Howard Rasmussen	<p>The Leadership Challenge – Leadership is everyone’s business and this seminar is designed to help you be an exemplary leader. Leadership is not a place; it’s not a gene; and it’s not a secret code that can’t be deciphered by ordinary people. The truth is that leadership is an observable set of skills and abilities that are needed whether one is in the executive suite or on the front line on Wall Street, in an organization, in a community or a corporation. And any skill can be strengthened, honed and enhanced given the motivation and desire, the feedback, coaching, practice and role models.</p>		1:30pm – 3:00pm
Break			3:00pm – 3:15pm
Howard Rasmussen, continued	The Leadership Challenge continued		3:15pm – 4:45pm
Closing Remarks			4:45pm – 5:00pm
Breakfast		1/23/09	7:30am – 8:00am
Opening Remarks			8:00am – 8:15am
Dr. Jack Gant, Retired Dean,	Leadership Through Appreciative Inquiry – This session is a brief glimpse of Appreciative Inquiry, a form of organizational		8:15am – 9:45am

FSU and DOE Consultant	study that selectively seeks to locate, highlight and illuminate the life giving forces of the organization's existence. It seeks out the best of "what is" to help ignite the collective imagination of "what might be". The aim is to generate new knowledge that expands the realm of the possible and help members of an organization envision a collectively desired future and to carry forth that vision in ways which successfully translate images of possibility into reality, and belief into practice.		
Break			9:45am – 10:00am
Teri Ridler			10:00am – 11:30am
FSCPM Board Meeting	Boxed Lunch		11:45am – 2:00pm



19th Annual FSCPM SYMPOSIUM and AWARDS LUNCHEON REGISTRATION FORM



For \$195, receive 12 hours of training including Awards Luncheon, Continental breakfast each morning, and snacks and beverages during breaks. Following training on Friday, the FSCPM Board Meeting will be held from 11:45-2:00pm. Lunch will be served, so those attending the board meeting should include an additional \$16 for lunch with registration fee. Add an additional \$20 for a copy of Dr. Groomes-McClendon's book. REGISTRATION CUT OFF is 1/11/09.

Fee enclosed: Symposium & Luncheon \$195	\$ _____
Board Meeting Lunch \$16	\$ _____
Dr. Groomes-McClendon book \$20	\$ _____
Additional Guests for Luncheon \$40	\$ _____
TOTAL ENCLOSED	\$ _____

Name: _____

Title: _____

Organization: _____

Address: _____

Phone: _____ Fax: _____

Email address: _____

Method of Payment:

_____ Check _____ Purchase Order _____ Amex _____ Visa _____ Master Card

*Make all checks payable to FSCPM

*Credit Card # _____ Exp date _____

Signature: _____

Mail Registration and Payment to:
Christina Taylor, CPM
304 N. Hart Blvd.
Orlando, FL 32835

(321) 689-6521 (cell)
 (407) 254-6841 fax – must have cover letter

Information Contact:
Christina Taylor, CPM
304 N. Hart Blvd.
Orlando, FL 32835

(321) 689-6521 (cell)
 (407) 254-6841 fax – must have cover letter

THE MARGINAL DIFFERENCE
Practical Choices to Enhance your Success Quotient
By Freddie Lang Groomes

The world seeks to identify individuals who have the assets or special attributes that separate them from the masses. Decision makers are looking for those who stand taller than the rest; those who have winning qualities that positively respond to their environment whether in a public or private situation.

The marginal difference introduces you to wisdom that is chock-filled with life-long nuggets that will be catalytic in pushing or pulling you from where you are to where you need to be.

This book is a unique resource for emerging professionals, college and high school students and others who seek to enhance their professional or personal success. It will heighten your consciousness regarding the manner in which things should be done, impact your interaction with people for greater outcomes in your development and afford you an honest opportunity to access what you know or should know.

The marginal difference is a one-stop shop that provides a compilation of valuable lessons and resources including strategies related to a positive self-concept, visioning, mentoring the value of networking and enhanced etiquette and the art of gracious living. It shares examples for adequate financial planning, travel tips, dressing for success and the value of diversity, resume writing, interviewing, negotiation and overcoming.

This book is a must read for those who believe that there is always room for improvement. This essential and hearty supply of instructions, guidelines, directions and ways by which to improve will move you to a higher ground. Indulge. Greater success awaits you.

Note:

All proceeds from the sale of this book are donated to a scholarship for single mothers at the Florida A & M University, Tallahassee, Florida. Books may be purchased through major book stores and www.lstbooks.com