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NEWS RELEASE

Managing and Leading in a Municipal Environment

Picton, ON - The first County of Prince Edward employee graduates of a unique and innovative management training program received certificates at the September 24, 2007 meeting of Council. The presentations were made by Mayor Leo P. Finnegan and Chuck O'Malley, Trainer and Account Manager from Loyalist Training and Development Centre (LTDC).

In 2004 the County of Prince Edward, together with the Counties of Lennox & Addington and Hastings and the Cities of Belleville and Quinte West, pooled their resources with LTDC to develop a suite of skill building programs called *Managing and Leading in a Municipal Environment*.

Designed as a five year program for seven groups of managers, including both core modules and electives (see attached), it was aimed at achieving positive results in three key areas:

- Leadership:
- Lead and sustain change
 - Establish strategies to analyze problems
 - Reduce conflict situations
- Relationships:
- Connect with people to build a stronger commitment and motivation
 - Create positive relationships to achieve greater results
 - Communicate more effectively
 - Inspire passion and boost performance
 - Improve the quality/quantity of communication about performance
- Management:
- Complete projects on time and within budget
 - Effectively interview and select staff
 - Make better bottom-line decisions
 - Manage more effectively in a unionized environment
 - Improve overall meeting effectiveness
 - Effectively use Employment Legislation, such as the Labour Relations Act, to improve decision making in the municipal workplace

"I'm delighted with the results to-date," said Chief Administrative Officer Dick Shannon, who was a key player in the development of the program and teaches one module along with the CAOs of Lennox & Addington and Hastings. "We recognized the need for a unique program designed to address the challenges of local governments in an era of amalgamation, downloading and tight fiscal responsibility. This program is extensive, tailored to our needs and raises the bar for our managers."

Over 216 municipal managers from the five local municipalities have participated to-date in the program, with one more group starting on November 7, 2007. To date, 47 people have completed all required core and elective certificate modules.

“This Model has been so successful that we are expanding it to other municipalities across Ontario,” said Chuck O’Malley. “Similar programs are now being offered in Grey County, and another pilot program for City of Kawartha Lakes, City of Peterborough, Northumberland and Peterborough Counties are planned.”

“I congratulate our CAO for taking a leadership role in this initiative and having the foresight to recognize the long term benefits of a highly developed management team,” said Mayor Finnegan. “The training our management employees receive now will pay dividends for many years to come.”

The graduates recognized were Brian Bonter - Manager of Information and Technology, Darryl Castator - Roads Foreman, Ray Ford – Deputy Engineer, Andrew Harrison - Deputy Chief Building Official, Roger McCaw - Roads Manager, Scott Manlow - Fire Chief, Brian Read - Roads Supervisor, and Richard Shannon - CAO.

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For further information, please contact Mayor Leo P. Finnegan or Richard Shannon at 613-476-2148.

Managing and Leading in a Municipal Environment

Core Modules:

- Self-Managed Leadership
- Leading Change and Organizational Renewal
- Local Government and Public Administration
- Managing Performance
- Managing in a Unionized Environment
- Interviewing and Selecting Staff
- Essentials of Financial Management and Budget Planning
- Problem Solving, Decision Making and Action Planning
- Legal Issues
- Meeting/Group Facilitation

Electives:

- Three A’s of Leadership & Authority – Putting Supervisory Skills into Practice
- Business Writing Skills
- Project Management
- Time Mastery
- Giving Performance-Related Feedback
- Developing the Business Case
- Creativity and Innovation for Break Through Results
- Translating Strategy Into Performance
- Dealing with the Media
- Coaching Skills

Presentation Skills