

Professional Development – past, present, and future

By Donna Belbin, AMM Events Coordinator

The AMM Education Program is comprised of one-day workshops designed to make the most of the municipal officials' invested time, broaden their knowledge and improve their skills so they can effectively achieve the goals of their community.

AMM education workshops are highly interactive, affordable, capacity-building training seminars. Participants receive specialized instruction on a host of issues. Check out what we've offered over the past four-year term.

February 2007 Human Resources for Elected Officials

This session focused on four major human resources items in which elected officials have a managing role:

- **CAO Job Description**
Gail Anderson and Linda Baleja, Municipal Services, Manitoba Intergovernmental Affairs
- **The Performance Appraisal of your Municipality's CAO**
Sheila Bayda, Senior Consultant, People First HR Services
- **The Municipal Employees Benefits Program (MEBP)**
Rose Neufeld, Executive Director, MEBP
- **Media Relations 101**
Shirley Muir, President of the Media Bank

April 2007

Improving Your Serve: Becoming Purposeful in Governance

George Cuff, George B. Cuff & Associates Ltd.

George spoke of governance roadblocks, the importance of understanding ethical behaviour, the role of Council in management's activities, steps to take in setting Council's vision, making meetings matter, and other keys to good governance.

October 2007

A Local Government Leadership Program Governance Success: It's No Accident!

Gordon McIntosh, President of the Local Government Leadership

This workshop was a dynamic learning day for elected officials where they developed strategies to improve personal and organizational success in the political-administrative interface.

January 2008

Communicating for Results: From Conflict to Cooperation

Priti Shab, PRAXIS Conflict Consulting

This workshop allowed participants to gain knowledge and awareness about conflict and learn the processes to move more effectively from conflict to cooperation in various situations. The session also looked at the different conflict management styles and conflict resolution in various facets of work and personal life.

April 2008

High Integrity Political Tactics for Effective Council Relationships

Barbara Bowes, President of BowesHR

This one day workshop provided municipal officials with a practical understanding of how different political styles impact on decision making processes. Municipal officials also learned about a high integrity political strategy that helped them to increase their personal impact and influence to get things done.

October 2008

What Happens When the Abacus Meets the Blackberry? Understanding the new Public Service Accounting Board's Recommendations

Ron Wells, Supervisor, Municipal Accounting and Wendy Wolfe, Municipal Finance Officer, Manitoba Intergovernmental Affairs

This course was designed for the elected official and other users of local government financial statements who needed to understand and interpret the new public sector standard financial statements to be implemented for all local governments for years beginning January 1, 2009.

February 2009

Essential Skills Managers Need for a Positive Work Environment

Genella Macintyre, Principal, Partners in Discovery

This workshop focused on managers and what they need to know in order to build a positive work environment. Participants considered the bottom line of areas that are essential to successful leadership including building essential skills in critical areas.

Each year the AMM offers our members a series of one-day training workshops through the AMM Education Program. These workshops focus on governance, leadership, communications, legal issues, media training, strategic planning, personal development and human resources for the elected official.

With municipal elections upcoming in October 2010, newly elected and returning municipal officials will soon embark upon a new four-year term. Look for the AMM to follow this term by providing a structured four-year education program where each year's workshops build on and incorporate the competencies effective municipal government professionals must demonstrate daily.

Municipal officials who complete 75% of the courses within the four years will be recognized with a Certificate of Achievement.

More details coming soon!

October 2009

Public Participation and Engagement

*Ruth Marr, President,
Marr Consulting Services*

This workshop highlighted approaches and practical tools that could be used to provide citizens with meaningful opportunities for involvement, and what role the municipal government plays.

February 2010

Effective Self Management & the 'Ethical' Moment

Cec Hanec, Cec Hanec & Associates
Effective Self Management...

Participants completed a personal self-assessment to understand how different behavioral styles impact a person's ability to manage time along with developing strategies for dealing more effectively with procrastination and/or 'adrenaline rush' challenges.

The 'Ethical' Moment...

This interactive, discussion based session focused on the importance of being 'personally ready' from a variety of perspectives; the difficulties faced by organizations, responsibilities of a manager and the people you are responsible for when such things as conflict commitment and conflict of interest arise; and actions that can be taken to play a more proactive role in ensuring organizational integrity and accountability.

May 2010

Strategic Thinking at the Speed of Change

*Steve Pilote, Senior Consultant,
People First HR Services*

This session provided opportunity to explore new ways to make those important decisions needed to guide the suc-

cess and the growth of one's municipality. Participants learned how to recognize the value of leadership thinking; understand strategy and strategic thinking; forecast trends and identify patterns that influence the need for change and how to connect decision making with problem solving and desired results. •



Cec Hanec, who presented "Effective Self-Management and the 'Ethical' Movement" to AMM members in February 2010, chats with session participant Jacques Trudeau.

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