

Navigating Career Growth: Learnings from Harvard, Disney, and Leading Institutions

Matt Fulton, Midwest Regional Manager, ICMA

Bridgette Gransden, Administrator/Controller, Midland County

Mark Vanderpool, City Manager, City of Sterling Heights



Michigan
Municipal
Executives

A Global Perspective

Matt Fulton, Midwest Regional Manager, ICMA



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ICMA Leadership Practices



1. Personal and Professional Integrity
2. Community Engagement
3. Equity and Inclusion
4. Staff Effectiveness
5. Personal Resiliency and Development
6. Strategic Leadership
7. Strategic Planning
8. Policy Facilitation and Implementation
9. Community and resident Service
10. Service Delivery
11. Technological Literacy
12. Financial management and Budgeting
13. Human Resources Management and Workforce Engagement
14. Communication and Information Sharing

ICMA Global Learning Lab

Leadership Development Programs

- **Virtual and/or In-person**
- **Free and Fee-Based Courses.**
- **Individual Classes or Series**
- **Opportunities for On-site Training**
- **Certificates and Micro-Certificates, (useful for meeting Credentialing requirements!)**
- **Instructors who are colleagues, strategic partners, and subject matter experts.**

ICMA Global Learning Lab

ICMA University Leadership Development Programs

- **Leadership Institute on Race, Equity and Inclusion**
- **Local Government Management Fellowship**
- **Leadership ICMA (currently being reimagined)**
- **Local Government 101 Certification**
- **Local Government 201 Certification**
- **Voluntary Credentialing Program**
- **Legacy Leaders**
- **ICMA Cybersecurity Leadership Academy**
- **ICMA High Performance Leadership Academy**
- **The Athenian Project**
- **ICMA Gettysburg Leadership Institute**

ICMA Leadership Training

Leading With Excellence Certificate Programs

- **Leading a Culture of Engagement and Productivity**
- **Leading with Inspiration and Influence**
- **Leading Teams Through Change**
- **Leading with Dialogue**
- **Leading across Generations**

ICMA Leadership Training

Micro-Certification Programs

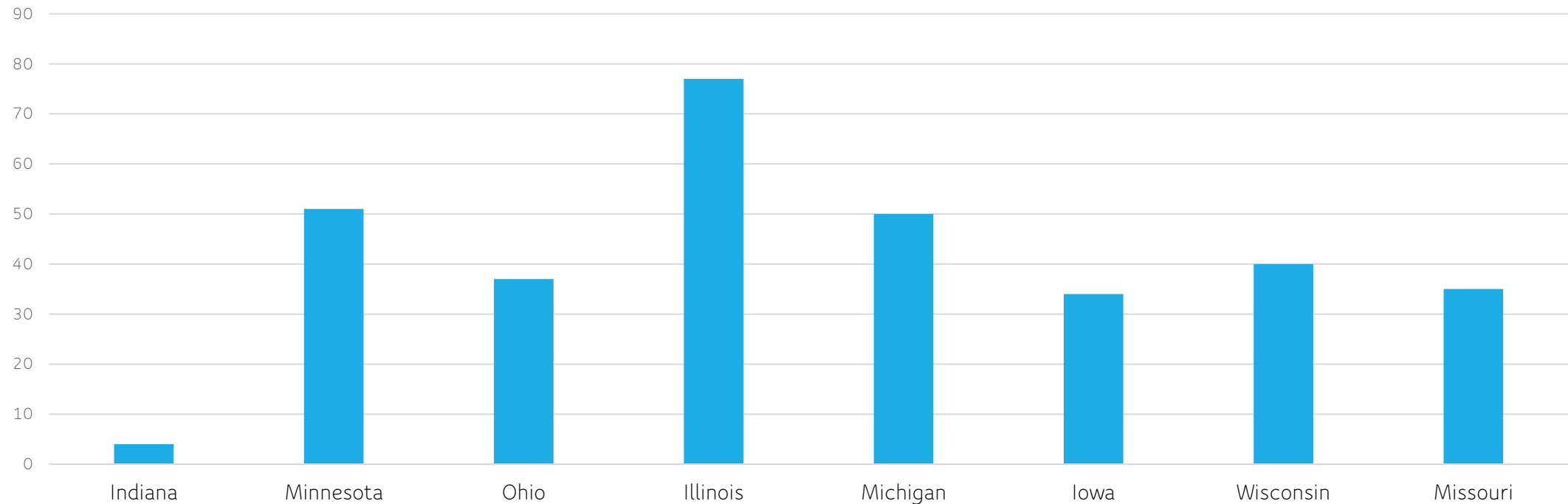
- **Building High Performing Board-Manager Relations**
- **Delivering Great Results from your Visioning and Strategic Plans**
- **Modernizing Budgeting: A Transformational Shift to Priority-Based Budgeting**
- **Narrowing the Urban/Rural Divide: Methods for Small Towns to Succeed.**
- **Strategic Conflict Management**
- **Sustainovation: Building Sustainable Innovation One creative Idea at a Time**
- **What Does it Take?: Collaborating for Results**
- **Yellow Belt: Parts 1 and 2**

ICMA Voluntary Credentialing

- **Commitment to Life-long Learning and Professional Development**
- **Open to ICMA Full Members**
- **Commitment to 40 hours annually of Professional Development**
- **Peer Review Process by ICMA Credentialing Review Board.**
- **Roughly 1500 members have earned Credentialed Manager or Credential Manager Candidate Status (within 2 years of eligibility requirements)**

ICMA Credentialing

Credentialed Managers-ICMA Midwest Region





**2024 | ANNUAL
ICMA | CONFERENCE**

SEPTEMBER 21-25 | PITTSBURGH, PENNSYLVANIA

A Personal Perspective

Bridgette Gransden, Administrator/Controller, Midland County



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HKS and SEI: Before You Go

- Do your homework
- Delegate 95 to 100% of your work to team members—trust me on this
- Manage expectations: yours, your elected body, your staff and your family
- Prepare your mind for growth



HKS and SEI: During the Course

- Be as engaged and present as you can –I know this is hard!
- Be open to new ideas, challenges, opportunities and relationships
- Embrace the chaos
- Let your team manage the day to day business back home—this is good for them and you
- Have fun!



HKS & SEI: You went, you saw, now what?

- Share your story but spoon feed people 😊
- Remember the only people who had the same experience you did were your classmates.
- Let the experiences soak in: the good, the bad and the ugly.
- Celebrate your success and embrace the new you.



Harvard Kennedy School Senior Executives in State & Local Government (June & July annually)

Learning Objectives:

As a seasoned public official, you will learn to develop new conceptual frameworks for addressing policy issues. You will examine your own leadership style and how you can be more effective. And you will explore the relationship between citizens and their government.

Topics include: Leadership, Negotiation, Effective Partnerships, Policy Modeling & Implementation, Urgent & Real Time Challenges including finance, crisis management and community safety



HARVARD Kennedy School

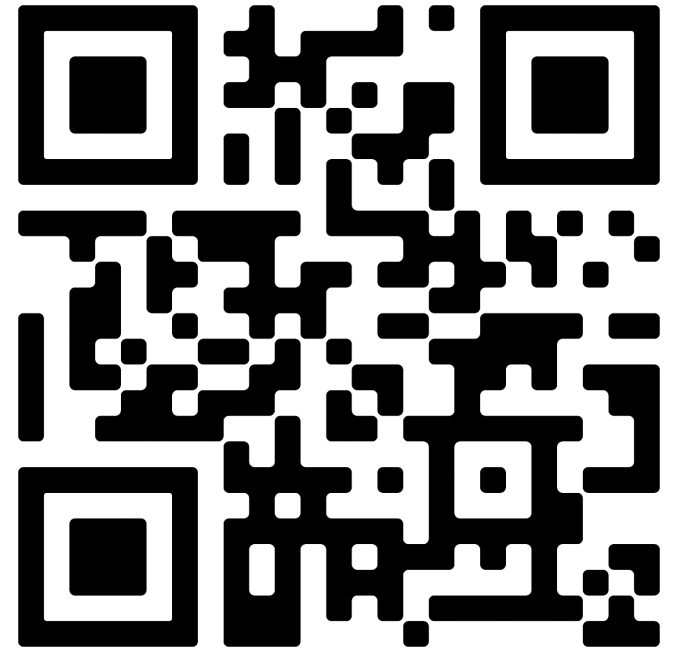
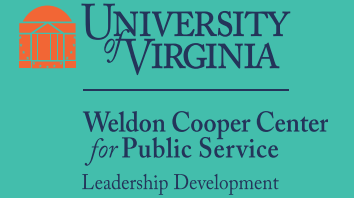


Senior Executive Institute

July 21 – August 2, 2024

University of Virginia

SEI offers top local government executives and department directors of large localities the strategies and hands-on techniques they need to skillfully navigate the complex and fast-changing world of local government. Our interactive and engaging two-week residential leadership program, taught in person in Charlottesville, Virginia, focuses on educating leaders and preparing them to implement what they have learned as soon as they return home.



Take A Risk. It Could Change Your Life.



“The Boiling Frog story is often used as a metaphor for the inability of people to react to significant changes that occur gradually or to events which have become commonplace.”



BRIDGETTE GRANSDEN, CPA, CGFM

Administrator/Controller

Midland County



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How Can MME Help?

Alayna Brasch, City Manager Fellow, City of Royal Oak



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MME Experience Committee

- The MME Experience Committee provides opportunities for professional recognition & awards, including scholarships to certain professional development programs to assist members with accessing educational/professional development opportunities. This scholarship will cover half or up to \$5,000.00 of the cost of these programs.
- In addition to the four programs described in this presentation, there are other similar programs MME offers funding for. Although the list is in the process of being updated, it can be found here: **Scholarship Application Guidelines – Michigan Municipal Executives (mme.org)**
- The MME Experience Committee also offers scholarships for attending MME and ICMA conferences.

Professional Development Offerings

	ICMA - Gettysburg Leadership Institute	Disney Institute	University of Virginia, Senior Exec. Institute	Harvard Kennedy School: Senior Exec in State & Local Gov Program
Where:	Gettysburg National Park, PA	Orlando, Florida OR Anaheim, California	Charlottesville, VA	Cambridge, Massachusetts
Program Dates:	June 2025	Various dates monthly	Summer 2025	Summer 2025
Length of program:	3 Days	1 Day OR 4 Days	13 Days	19 Days
Tuition Price:	ICMA Member Price: \$1,695.00 NON-ICMA Member Price: \$1,895.00	One-Day Course: \$1,750.00 Multi-Day Course: \$5,450.00	\$9,500.00 - Includes cost of instruction, lodging, most meals, & materials	\$17,400.00 - Includes cost of instruction, lodging, most meals, & materials
Registration Deadline:	TBA	Various dates monthly	TBA	Dec 2, 2024 - Jan 31, 2025
Contact:	njames@icma.org (Nedra James)	(321) 939-4600	smh2dr@virginia.edu (Shirley Hamblet) OR (727) 744-0573	Taylor_woods-Gauthier@hks.Harvard.edu (Taylor Woods-Gauthier)

Scholarship Criteria (May Be Updated in Future):

- 1. At least 3 years of experience defined as a city, county, or town manager/assistant manager.**
- 2. A demonstrated commitment to the local government management profession.**
- 3. Exemplary leadership & service to local government. Awards and recognition for programmatic success and leadership &/or recognition by leadership within the organization or community for significant contributions help to define exemplary leadership and service.**
- 4. Resources to pay for travel and other expenses beyond tuition.**
- 5. Prior approval of the employer to participate in the program.**
- 6. Successful completion of the application including a statement of the most significant strategic challenges in your work and how participation in this program will help address those challenges; description of immediate & long-term career goals & how attending this program helps achieve them.**
- 7. The successful candidate agrees to fulfill any post session requirements as designed by the committee intended to contribute to the advancement of leadership, the profession & its body of knowledge.**



SLIDE CONTENT BY ALAYNA BRASCH

City Manager Fellow

City of Royal Oak

Alayna is currently the city manager fellow for the City of Royal Oak, and soon will be searching for her next opportunity. She holds a bachelor's degree in Political Science from the University of Michigan as well as a master's degree from U of M's Gerald R. Ford School of Public Policy.

It's Not About Us!

Mark D. Vanderpool, City Manager, City of Sterling Heights



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CITY OF STERLING HEIGHTS: INNOVATING HUMAN ASSETS



STERLING UNIVERSITY – “STERLING U”

Employees learn about various departments through hands-on and classroom –style learning







FOUNDATION

- ✓ Progress in skill-sets
- ✓ Add value to their roles
- ✓ Increase in job satisfaction
- ✓ Increase in efficiency
- ✓ INNOVATION



LEAN SIX SIGMA

What is Lean Six Sigma?



LEAN

Reduce waste by streamlining the process.

SIX SIGMA

Reduce defects by effectively solving problems.

LEAN SIX SIGMA

LEAN accelerates SIX SIGMA: Solving problems and improving processes is faster and more efficient.

leansixsigmagroep.nl



LEAN TRAINING AND CERTIFICATION



ADDITIONAL STERLING U TRAINING

Learning Management System



Specialized Training



Leadership Training



One-Day Sabbatical



LEADERSHIP TRAINING



Harvard Kennedy School

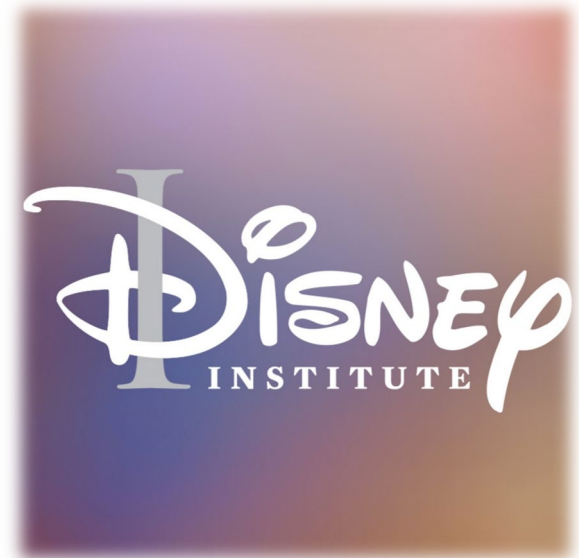


University of Virginia



Michigan State University

Executive Development Programs
The Eli Broad College of Business





MARK D. VANDERPOOL

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