



**Michigan
Municipal
Executives**

A State Affiliate of ICMA

MML Capital Conference

Michigan Municipal League, March 20-21

Victor Cardenas, Assistant City Manager, Novi, MI

Our Mission

To advance professional local government through leadership, management, innovation, and ethics.

Our Vision

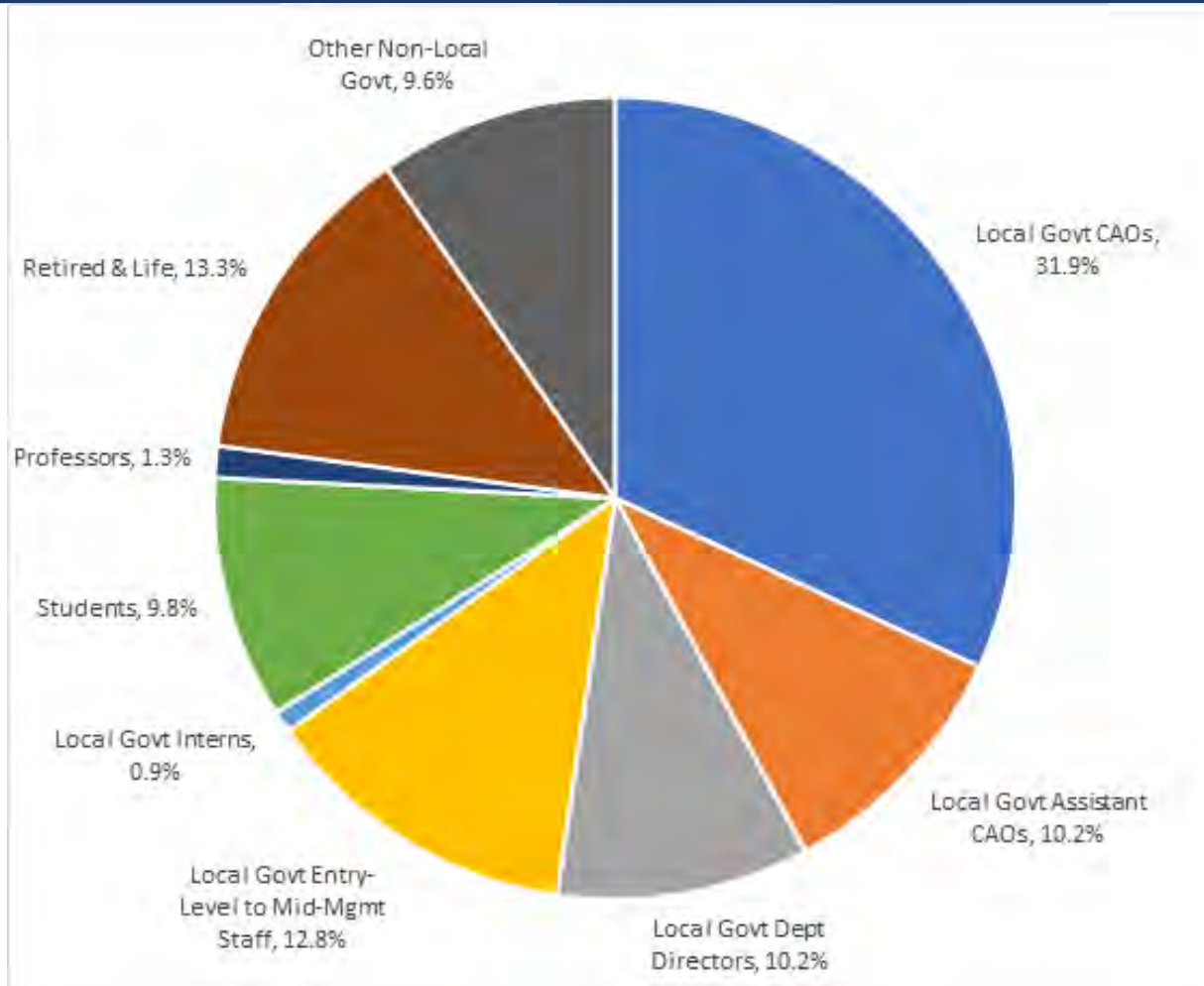
To be the leading association of local government professionals dedicated to creating and sustaining thriving communities throughout the **world**.

The ICMA logo is displayed in white, bold, sans-serif capital letters on a dark blue rectangular background in the top right corner of the image. The background of the entire image is a blurred photograph of a large crowd of people at a conference or event, with a city skyline at night projected onto a large screen in the background.

ICMA

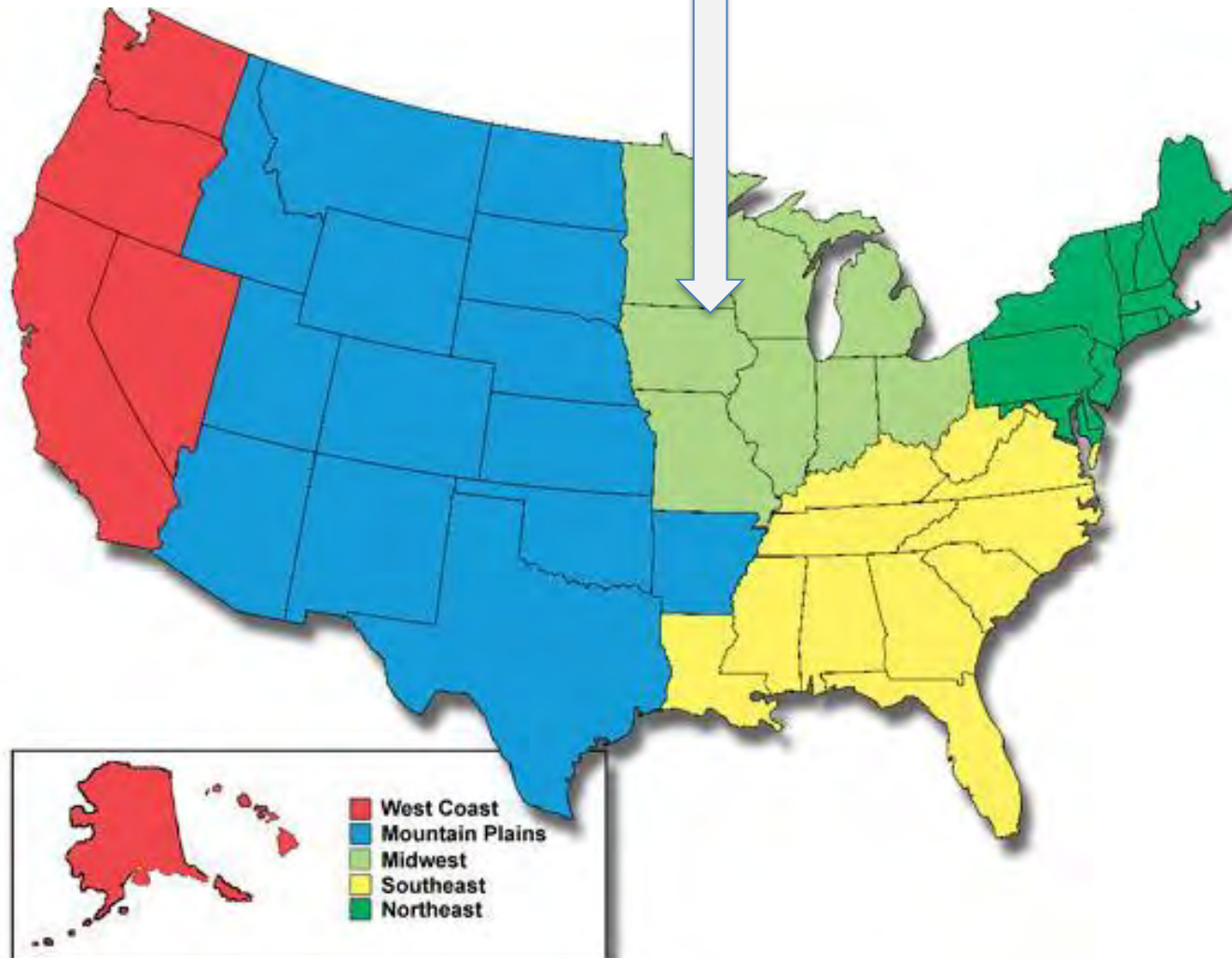
Over 11,000 members representing
all 50 states and 33 countries

Who Are Our Members?



MORE THAN 11,000 ICMA MEMBERS REPRESENTING ALL 50 STATES AND 33 COUNTRIES!

MIDWEST REGION



Core Functions

Professional Development

Networking

Leadership

Ethics

Conferences

National

Regional (including International Summit)

Webinars

Voluntary Credentialing

Student Chapters

Partnerships

ICMA 104th Annual Conference

September 23-26, 2018
Baltimore, Maryland

A promotional graphic for the 2018 ICMA Annual Conference in Baltimore. The background is a night-time photograph of the Baltimore skyline with city lights reflecting on the water. A red banner in the top left corner contains the text "2018 ICMA ANNUAL CONFERENCE BALTIMORE". The central text reads "CALL FOR IDEAS" in large white letters, with "Submit your ideas today!" in a white box below it. A red box in the bottom right corner says "Powered By GRANICUS" with a logo.

2018 ICMA
ANNUAL CONFERENCE
BALTIMORE

CALL FOR
IDEAS

Submit your ideas today!

Powered By
GRANICUS

Building for the Future

- 88 student chapters = 1,370+ student members
- 15 chapters in the Midwest region; three in Michigan



Member Benefits

- Ethics Advice
- Job Board
- Career Guides
- Networking and Knowledge Sharing
- Personal Support
- Professional Development

Career Guides

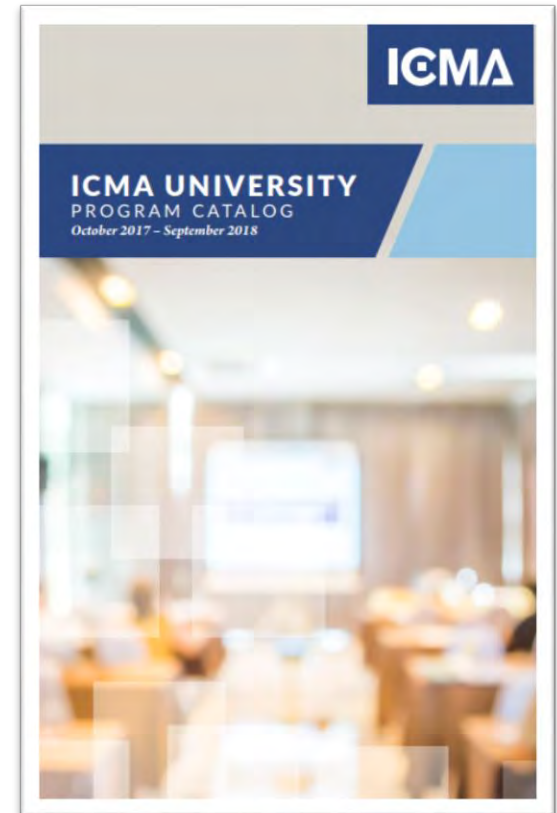
ICMA's Career Stage Guide (icma.org/careerstages) offers local government professionals a leadership and professional development roadmap of valuable educational opportunities. Below, find a description and links to ICMA's career guides.

- **Acting Manager's Handbook** (icma.org/actingmgr) is a guidebook to help the acting manager make the most of a sometimes-unexpected opportunity. (Member Resource)
- **Breaking into Local Government** (icma.org/breakingintolg) will help career-changers enter the local government sector. Cases include private sector, military, and other government sectors.
- **Career Compass** (icma.org/careercompass) is a monthly column from ICMA focused on career issues for local government professional staff, and appears the ICMA Newsletter and online.
- **Careers in Local Government Management** (icma.org/careersinlg) is an introduction to local government as a career, what city/town/county management is, what managers do, and tips on what education, skills, and job opportunities exist in the profession.
- **First Time Administrator's Handbook** (icma.org/newmanager) covers items that should be considered before an interview, during an interview, before accepting a position, and before starting a new position. (Member Resource)
- **Job Hunting Handbook** (icma.org/jobhandbook) is a resource from mapping out your job search to negotiating compensation. (Member Resource)
- **Making It Work: The Essentials of Council-Manager Relations** (icma.org/councilrelations) provides the competencies needed to build a relationship that is based on mutual respect, understanding of roles, and open communication.
- **Management Internships: A Guidebook for Local Governments** (icma.org/internships) will help local government managers and MPA programs work together to create meaningful internship experiences.
- **Manager Evaluations Handbook** (icma.org/evaluation) is a template for new or tenured manager to assist elected officials in designing an effective evaluation tool. (Member Resource)
- **Model Employment Agreement** (icma.org/employmentagreement) is a template for administrators of municipal governments for use in crafting the terms of hiring and employment. (Member Resource)
- **Preparing for an Interview** (icma.org/interviewguide) offers helpful hints once you've passed the resume screening and have been called in for a discussion.
- **Preparing the Next Generation Case Studies** (icma.org/nextgencases) highlights programs being used by local governments who believe it is their responsibility to mentor young and mid-career professionals. (Member Resource)
- **Recruitment Guidelines for Selecting a Local Government Administrator** (icma.org/recruitmentguidelines) presents guidelines to help local governments and executive search firms conduct a successful recruitment to select a local government administrator/chief administrative officer.

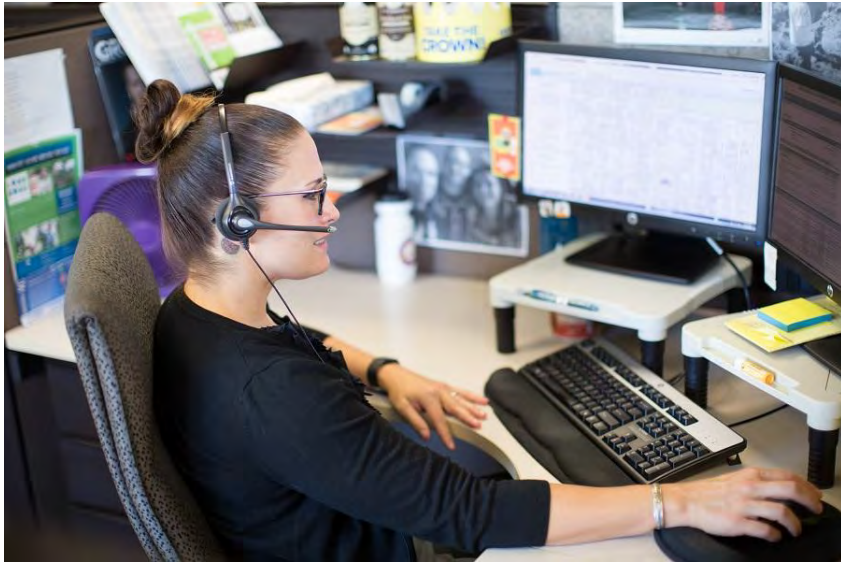
Explore more career resources at <https://icma.org/career-resources-overview>

LEARNING COMMUNITY

- Live webinar subscription program
- New professional development catalog with updated career stage checklist
 - Students
 - Early Career Professionals
 - Mid-career Managers
 - Executives
 - Encore Professionals



ICMA Coaching Program



- 6 live free webinars per year
 - Effective team training
- Archived webinars at
 - <http://icma.org/coaching>
- ICMA CoachConnect
 - Register and get trained to Coach
 - Get a coach

THOUGHT LEADERSHIP & RESOURCE NETWORK

Current Research & Policy Team Projects

- Leadership Before, During, and After a Crisis
- The Return on Investment (ROI) of Performance Measurement
- The Impacts of Globalization
- Recruitment / Retention: Underrepresented Minorities as City & County Managers

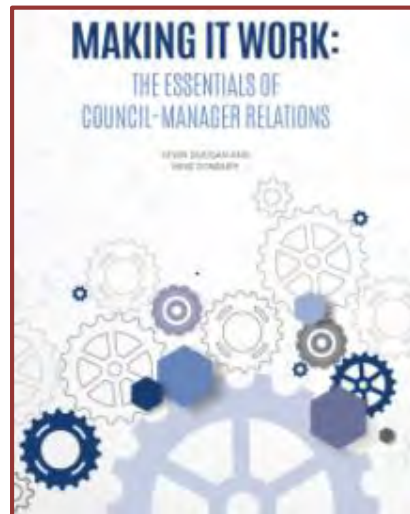


Publications, Performance Measurement

High Value e-Books --

Making It Work:

The Essentials of Council
Manager Relations



Performance Measurement --

Open Access
Benchmarking
New focus on
Thought
Leadership

ICMA Code of Ethics

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

1. Be committed to the concepts of effective and democratic local government by responsible elected officials
- Professional general management is essential to the achievement of this objective.
- Services rendered by government and maintain a constructive, and a deep sense of social responsibility

Driven by ethics and transparency

ICMA members subscribe to the stringently-enforced **Code of Ethics**.

STRATEGIC PLAN



ENVISION
ICMA

Mission, Vision,
and Strategic Plan

[Get the Full Picture Here](#)



ENVISION
ICMA

2017 STRATEGIC PLAN
PROGRESS UPDATE

ICMA

INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION