



GCRC

*Strengthening Relationships
Between Government And
Higher Education*

GOVERNMENT COLLEGE RELATIONS COUNCIL

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GCRC FALL MEETING: The Government Connection

Join representatives from the local, state and federal government at the fall 2007 GCRC meeting at National-Louis University in Chicago on Thursday, October 25, 2007.

Registration for the meeting, along with a continental breakfast, will begin at 8:30 a.m. and will be followed by keynote speaker Russell Krumnow from the Partnership for

GCRC Fall Meeting

Thursday, October 25,
8:30 a.m. - 11:30 a.m.
National Louis University
in downtown Chicago

Public Service. Mr. Krumnow will discuss ways to match student skill-sets to careers in government, a relevant topic to any student pursuing a career in the public sector.

Other exciting features of the fall meeting

include open forums on *Writing a Resume for Government Employment* and *Finding Hidden Websites*. As an added bonus,

the meeting will be extended into the afternoon for a **FREE** career fair from 1 to 4 p.m.

The morning meeting is free for GCRC members. If you are aware of someone who is interested in joining GCRC - they may join with an individual, one-year membership for \$50 or an institutional one-year membership serving up to seven individuals for \$200. For registration and additional information please visit www.gcrcassociation.org.

Keynote Speaker Spotlight: Russell Krumnow

GCRC is proud to welcome Russell Krumnow as the GCRC fall 2007 meeting keynote speaker. Mr. Krumnow is the Program Manager for the Annenberg Speakers Bureau at the Partnership for Public Service in Washington, D.C.

PARTNERSHIP FOR PUBLIC SERVICE

The Partnership for Public Service's initiatives are to revitalize the federal government by inspiring a new generation to serve and by transforming the way government works by building communities of support, securing the right talent and fueling innovation. The Partnership's website offers a myriad of articles, information, publications and programs to support their initiatives. To learn more about this organization visit www.ourpublicservice.org.

ABOUT THE SPEAKER

Mr. Krumnow holds a Bachelor of Arts degree in Political Science from Baylor University and a Master of Political Science from the University of Mississippi. During his graduate studies, Mr. Krumnow also taught American Government and served as a research assistant at Ole Miss.

Before joining the Partnership, Mr. Krumnow served as Director of the National Young Leaders Conference in which he oversaw curriculum development and managed the program budget.

ANNUAL CAREER FAIR

Thursday, October 25, 2007
1 to 4 p.m.

National Louis University,
2nd Floor Atrium

122 S. Michigan Avenue,
Chicago, Illinois

Meet recruiters from Federal, County,
State and Local Government

SELF-DEVELOPMENT STRATEGIES FOR ASPIRING MANAGERS

BY AUDREY SEYMOUR, ASSISTANT CITY MANAGER, MENLO PARK, CALIFORNIA

As a large proportion of the current generation of city managers nears retirement, a recurring question is whether the next generation is ready and willing to step up. Preparing to become a city manager is a serious undertaking; it requires both ability and ambition.

Being a city manager is one of the most noble and fulfilling of professional callings. What could be more worthwhile than building a strong, responsive organization that succeeds in helping a community clarify and accomplish its values and goals? Such is the reward of the great city manager.

Great city managers practice both technical craft and art, brining the sum of their knowledge, talents, values and personal attributes into play. The question is not just how the aspiring leader can prepare to become a city manager, but how that aspiring leader can build the foundation to become a great city manager. Summarized below are barrier that promising candidates often face and nine strategies for self-development.

Lack of time with senior managers. Aspiring managers need to be exposed to differ-

ent leadership philosophies, styles, and problem-solving approaches. They need to have mentors who will talk with them about their career goals and provide guidance about how to develop themselves and their careers. Access to such mentors was not universal among the assistants surveyed.

Barriers Experience by Aspiring Managers

No line supervisory responsibility. Assistants who aspire to be city managers must have experience directing, supporting, and motivating the work of others. Typical assistant roles as project managers or the keepers of administrative processes may not provide this opportunity.

Limited comfort with council relations and politics. The successful city manager must be able to see, but stay out of, different political agendas; support all council members equally; set boundaries; and react well to curve balls. Hands-on experience is the best way to develop confidence and skill in the nuances of working with elected officials. Because relations with the council are often the province of the city manager, assistants tend to lack practice in this arena.

Weak spots in key technical and/or soft skills. Aspiring managers need to have a solid base of technical knowledge and proficiency in such areas as budgeting, labor relations, and service delivery. They also need to possess the less tangible skills of analyzing complex situations, team building, and conflict resolution. Such soft skills can be the most critical for city managers and are best learned through the type of trial and error that may not be afforded in typical assistant duties.

Self Development Strategies

The nine suggestions that follow are called self-development strategies for two reasons. First, and perhaps most obviously, the aspiring manager - not the organization that person works for - must take responsibility for them. Second, these strategies are intended

to recognize and develop the whole self that comes to the job of city management. They address the need to understand and build the personal philosophy and attributes - as well as the skills and experiences - necessary to succeed as a city manager. The strategies below suggest things to do as well as things to think about.

- Get in touch with what in local government motivates you, and make a commitment to keep this motivation alive.
- Take time to think about and articulate your leadership philosophy.
- Understand your emotional and personal attributes and how they equip you for the reality of heading up a city administration.
- Assess your skills and weaknesses and develop strategies to capitalize on the former and remedy the latter.
- Seek real time learning opportunities.
- Get supervisory experiences.
- Build relationships and 'collect' people wherever you go.
- Find the solution to the work-life balance dilemma that makes the most sense to you.
- Market yourself so that others are aware of your desire to learn and have confidence in your potential.

Becoming a great city manager is a long process of learning and growth. It requires a wide range of knowledge, experiences, talents and personal attributes. Those who aspire to be great city managers must take proactive responsibility for their own development and must work to create their own opportunities. Self-development strategies can help aspiring managers be ready to take the next step and in so doing set the stage for the next generation.

This article was taken from Chapter Nine, pages 38 to 41 of the book titled, Preparing the Next Generation: A Guide for Current and Future Local Government Managers, published by the International City/County Management Association and free to download from their website, www.icma.org.

THE BEST PLACES TO WORK IN THE FEDERAL GOVERNMENT

According to www.bestplacestowork.org, the top five large federal agency rankings as best places to work include:

- Nuclear Regulatory Commission
- Government Accountability Office
- Securities and Exchange Commission
- National Aeronautics and Space Administration
- Department of Justice

The top five small federal agency rankings as best places to work include:

- Federal Mediation and Conciliation Service
- Merit Systems Protection Board
- Office of Management and Budget
- National Science Foundation
- Millennium Challenge Corporation

For more information or for complete listings, please visit www.bestplacestowork.org.

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Information Officer,
Village of Skokie

Would you like to be featured next in our 'Meet Our Members' column? We're looking for both recruiters and college members to introduce themselves? If so, please contact Natalie Kenny at Natalie.Kenny@skokie.org.

Student Success Stories: Manya Khan,

What has your career path been like? What types of courses or projects helped to prepare you for your current position?

My previous jobs that relate to my current position have been geared towards government or non-profit work. Graduate level courses that prepared me for my current position include my public policy course, budgeting courses, and intergovernmental management.

What interested you in government employment originally and what continues to interest you now?

The desire to educate and create positive

change for citizens. Also, I have developed the knowledge, skills and abilities to perform better and will continue to gain more knowledge, skills and abilities in my new position.

What are some of the tasks and duties you perform in your position?

Educate myself on domestic policy issues in order to better my knowledge, skills and abilities and also educate other citizens, mobilize state organizations, lobby congress to sway legislation, keep a close eye and ear on CSPAN congressional hearings!

What advice would you give to students looking for an internship or employment in a government agency?

Start applying very early!! Don't be afraid to step outside your comfort zone when it comes to applying for positions...in other words, don't ever think you'll never get this position...apply for it anyways and always follow up.

Do you have a student or an alumni who would like to be featured in our Student Success Stories? If so, please contact [Natalie Kenny at Natalie.Kenny@skokie.org](mailto:Natalie.Kenny@skokie.org)

GOVERNMENT COLLEGE RELATIONS COUNCIL

*Strengthening Relationships Between
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The mission and purpose of the Government College Relations Council is to foster communication and cooperation between college and government communities through the dissemination of new and relevant information and the formation of mutually beneficial relationships.

Our Goals are to:

- Help college students and graduates find career-related jobs with government employers.
- Help government employers find educated and skilled employees to meet their hiring needs.
- Enhance structure, communication and efficiency of the organization.

Interested in Joining GCRC?

Visit our website for more
information:

www.gcrcassociation.org

HIDDEN EMPLOYMENT SEARCH SITES

Did you know that the web contains endless employment websites? The following list contains just a few of the dozens that we will share at our October meeting. For more employment information be sure to attend the GCRC October 25th Meeting and Job Fair at NLU. Please see page one for more information.

Career Avenue
careeravenue.com

Career Builder
careerbuilder.com

Career Hunters
careerhunters.com

Financial, Technical Chicago Jobs
egov.cityofchicago.org

College Grads
collegegrads.com

College Recruiter
collegerecruiter.com

Craigs List
craigslist.org

Federal Jobs/Government Jobs
usajobs.opm.gov

Riley Guide and Service
rileyguide.com

Simply Hired
simplyhired.com

Sills Match
skillsmatch.com

Software Jobs
softwarejobs.com

Telecom Careers
telecomcareers.net

Thing-a-ma-job
thingamajob.com

Virtually Hired
virtuallyhired.com