

*Information for
Colorado State
Managers from the*



WINTER 2005 EDITION

149 Attend Legislative Luncheon

The Colorado State Managers Association's Annual Legislative Luncheon, held on Thursday, January 13, 2005 at the Brown Palace Hotel, was a wonderful success. The 149 people who attended included executive directors from four state agencies, 29 state legislators, and 116 state employees. The luncheon was held immediately after Governor Owens' State of the State Address. CSMA President Ken Doby welcomed everyone, and introduced the speakers.

The theme of the Luncheon was *Extreme Makeover: Majority Shift*. For the first time in 40 years, Democrats hold the majority in both the Colorado Senate and the Colorado House. **Senator Ken Gordon**, Senate Majority Leader, and **Representative Andrew Romanoff**, Speaker of the House, were the invited speakers. Both addressed topics on many citizens' and employees' minds: What will be different? How will Colorado solve the budget puzzle?

After the legislators and executive directors in attendance introduced themselves, Senator Gordon and Representative Romanoff shared what they thought would be different about this session, but, more importantly, what needed to be accomplished. Resolving the budgetary question was the top issue, and many of the questions from the audience indicated it was on several state employees' minds, as well.

Many legislators expressed their appreciation for state employees and the work that they do for our state every day. CSMA received high marks from legislators, executive directors and state employees who attended for sponsoring the luncheon. It remains one of the best events for state managers who want to learn more about our elected officials and the challenges we all face in State Government. Another positive side to the luncheon was that 22 people joined CSMA, and two members renewed, as a result of the event.



Leaders' Digest Undergoes Changes

This issue of *Leaders' Digest* marks many changes. The most significant change is that CSMA is now the sole publisher of the newsletter. Due to budgetary concerns and a redeployment of existing resources, the Department of Personnel & Administration (DPA) advised CSMA last fall that it would no longer be able to publish *Leaders' Digest* as a cooperative effort with CSMA.

Julie Postlethwaite of DPA co-edited the publication, and provided layout and design, with CSMA's editor, **Jane Crisman** (Public Safety). DPA also provided some content, and handled the labeling, metering, and mailing. CSMA provided some content, final editing, managed and provided the mailing list, and covered the costs of copying and postage. The rising costs of printing and postage in delivering the paper copies of *Leaders' Digest* to its members and to a wide readership throughout state government were also a concern to CSMA's governing board.

Because of these factors, the CSMA Governing Board decided that the Fall 2004 edition of *Leaders' Digest* was the last to be published both electronically and on paper. With the Winter 2005 edition, the *Digest* will be delivered electronically, only. It will continue to be available on the CSMA website, and will be e-mailed to CSMA members and those who wish to continue to subscribe electronically. This will also allow color pictures, graphics, etc. to be easily incorporated into the *Digest*, because there is no added cost for color copies. Readers will see greater quality because those pictures will not be adapted to black and white publication.

A "hidden" change is that since it is no longer published on paper, the length of the *Leaders' Digest* can be flexible from issue to issue.

Paper publishing dictated that the length of each issue be in multiples of four pages: Four pages, eight pages, twelve pages, and so on. This caused consternation for both editors, because finding just the right amount of content for twelve pages, versus for nine or ten pages, was oftentimes quite difficult.

DPA and CSMA jointly produced *Leaders' Digest* for over 14 years. It was a great partnership. CSMA is grateful to DPA and its past and current executive directors and staff for their many years of providing valuable information to Colorado state managers and managers-to-be. CSMA's current editor, Jane Crisman, said, "I will miss the working relationship with Julie Postlethwaite and with DPA. We've made a great team all these years, and I hope DPA will continue to share information and content for *Leaders' Digest* as its management and staff deem appropriate."

If you have suggestions for *Leaders' Digest*, or if you wish to submit an item for publication, please contact Jane Crisman (see last page for contact information).

One- Minute Strategy

Break down resistance quickly by using this phrase when you want to offer advice: "Here are some ideas you might use if you think they'll work." Your listener will be more receptive to those words than to, "Let me offer you some advice."

www.csma.info

Brown Bag Workshops Continue Their Successful Run

On February 17th, 2005, **Stacy Worthington** from the Attorney General's Office shared her expertise regarding **Corrective and Disciplinary Actions**. While every supervisor and employee hopes to avoid these actions, they are something with which we should be more familiar so that we can effectively deal with them if they are needed or happen. This noon workshop was held at the Galleria Building, 720 South Colorado Boulevard, and drew 34 attendees. Feedback from the attendees was very positive for this workshop. And, with some new members joining when they signed up for the workshop, CSMA's membership now stands at 139.

Bernadette Brioness of the Department of Labor and Employment is an expert on the **Family and Medical Leave Act**, and on March 17th, more than 20 attendees gathered over the lunch hour to gain valuable information from her on this rather complicated federal regulation. The Denver Public Library was the site for this workshop, and feedback from the attendees was being compiled at press time.

The Brown Bag Series will take a break over the spring and summer months, and will return in the fall. Watch your e-mail and this publication for information on the next series of Brown Bag Workshops. The CSMA website will also have information as soon as it is available.

Nominations for Outstanding Managers for the CSMA Manager of the Year Award must be received by April 15th

To be nominated, the manager must have:

- at least five years' experience in middle or senior management
- at least one year (of the five years, above) in their current job
- a reputation for high ethical and professional standards
- at least one major contribution in state government.

The nomination packet must include six copies of the nominee's resume or career history; and several letters of recommendation, including at least one from each of the following: a peer or co-worker in the organization, a past or present supervisor of the nominee, other Colorado managers who attest to the person's contributions and experience, and from someone outside the nominee's agency. The person making the nomination should include a cover letter that provides his or her contact information.

The Committee receives several applicants for worthy candidates each year but, as there can only be one Manager of the Year selected, the Committee strongly encourages re-submissions for candidates previously nominated that did not receive the award.

The Award will be presented at the CSFA/CIMA/CSMA Spring Conference Awards Luncheon to be held in Breckinridge on May 19, 2005. The recipient will receive a commemorative plaque and \$500 toward educational purposes.

Send packets (including 6 copies) to: Andrea Smith, Department of Public Health and Environment, 8100 Lowry Boulevard, Denver, CO 80230-6928.

All nomination packets must be received by April 15th!

CSMA's Upcoming Events

April 15th **Deadline for Manager of the Year
Nominations** (see page 3)

May 19 & 20 **CFMA/CIMA/CSMA
Spring Educational Seminar**

Beaver Run Conference Center
Breckenridge, Colorado



The Associations' Spring Conference committee is currently planning another great conference. Plan now to join us! Register at: <http://www.state.co.us/cima/2005Spring/Spring2005.htm> or go to the CSMA website, click on the "Events" tab, and follow the links.

- Early registration fees are \$50 for one day and \$75 for both days. Register by April 18th to receive this great, discounted price.
- After April 18th, registration fees will be \$60 for one day and \$95 for both days.
- Individuals are responsible for their own lodging reservations. Contact Beaver Run at 1-800-525-2253. You will need to tell Beaver Run that you are part of the CFMA/CIMA/CSMA group. You can log on to www.beaverrun.com for more information concerning the resort. Lodging costs start at \$75 per night.
- Check out the next two pages to see just a few of the invited conference speakers and the valuable information they will be bringing to the conference.
- Registration links and other information can be found on the CFMA, CIMA, and CSMA websites:
www.state.co.us/cfma/home.htm
www.state.co.us/cima
www.csma.info

Monthly Governing Board Meetings

All meetings run from Noon until 1:15 p.m.

April 6, 2005 Department of Transportation
4201 East Arkansas, Denver

May 4, 2005 Department of Human Services
Fort Logan, 3350 West Oxford Avenue

CSMA members are welcome to attend the Board's monthly meetings!

Please check the CSMA website or contact a board member (listed on the last page of this publication) for details. If your department does not have a board representative (see last page) and you are interested (or know someone who would be interested) in serving, please contact one of the board members listed.



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CFMA/CIMA/CSMA
Spring Educational Seminar - May 19 & 20, 2005
Beaver Run Conference Center
CSMA Speaker Line-Up



Greg Churchman will be a featured breakout session speaker on **Thursday, May 19 from 10:15 a.m. – 12:15 p.m.** The title of his presentation is “Mattering and Marginality” a concept to motivate and keep your best. This theory, known as “M & M”, is helpful to those who want to be the best managers and supervisors.

Greg is an Interview and Retention Strategist and owner of Churchman Consulting Solutions. His areas of specialty include competency-based interviewing and selection; retention, staffing, and high team performance. He has recently authored the book *“Daterviewing: Exposing the Biases That Influence Hiring Decisions”* and writes a monthly column for the Denver Business Journal called *“Hiring the Best”*. He has 20 years of experience in Human Resources, Engineering, Management, and Technical Marketing. Churchman holds an Electrical Engineering degree from the University of New Mexico. His past employers include NCR Corporation, AT&T, Symbios Logic, and LSI Logic. Greg has worked in both the Engineering and

Human Resource areas for these companies. Greg’s experience in the technical arena and in human resources gives him a unique perspective when working with diverse staffs, management levels, and organizations.

Reggie Rivers

Keynote: “DARE to be a LEADER”
Thursday, May 19: 2:45 p.m. – 4:15 p.m.

Reggie is a former NFL running back who played six seasons with the Denver Broncos (1991-1996). Reggie is a columnist for *Pro Football Weekly* and *The Denver Post*, is a co-host on Denver’s Channel 4’s (CBS) *Countdown to Kickoff* show and is a featured guest commentator on “Court TV.” In addition, Reggie is the host of a weekly television show titled, “Drawing the Line” on KBDI, Channel 12 in Denver, and “Common Good,” on Denver’s Comcast 5. Reggie has written *The Vance: The Beginning and The End*, the as-told-to autobiography of former Denver Broncos wide receiver **Vance Johnson**. Also, Reggie has just completed his second novel, titled *4th and Fixed*, about a crime family trying to fix professional football games. Sourcebooks released this novel in 2004. Reggie has received numerous community service awards that recognize his commitment of “giving back” to the community.





Buie Seawell will be our featured session speaker on

Friday, May 20 from 10:15 a.m. – 12:15 p.m. His presentation is titled “Leading Change” and focuses on how our values are the key to both being trusted (as leaders) and engaging others in an enterprise “larger than ourselves”.

Buie is a Professor of Law and Ethics at the University of Denver, Daniels College of Business, since 1995. Dr. Seawell has quite a colorful background (and I am sure you will agree). A few of his former “job titles” include: an ordained minister, cabinet member and legislative liaison under Governor Lamm, Chief of Staff for U.S. Senator Gary Hart, Chairman of the Colorado Democratic Party, President of the Dottie Lamm for US Senate Campaign, president of a company, and, to top off the list, an attorney. Noted accomplishments include: Professor of the Year; appointed “Louis D. Beaumont

Professor of Business” (an endowed chair of the College of Business); wrote, produced, and directed over 50 PBS-TV regional television programs on the environment, politics and public policy; and authored numerous editorials, op-eds and magazine articles on the issues of public policy, politics, law and ethics.

Sal Silvester

Breakout session speaker

Friday, May 20: 1:30 p.m. – 2:30 p.m.

Sal will provide practical solutions to “Navigating the Challenge of Change”, designed to help people make meaningful and lasting change in their lives.

Sal has a master’s degree in business administration and an undergraduate degree in accounting. Sal writes, consults, and conducts workshops on team building, leadership, communication, managing change, coaching and mentoring, conflict resolution, project management, and process innovation. He has a unique perspective on team development and leadership gained through his experience over the past 14 years as an Army Officer, an executive at Accenture, and founder of two businesses – 5.12 Solutions and Ascend Climbing School. In addition, Sal works with at-risk youth on outdoor adventure programs. Additionally, he is an adjunct faculty member at the Community College of Denver, where he teaches business management and marketing courses. Sal was recently selected to be a member of the Denver Chamber 100. Sal is a member of the Association for Training and Development, the Association for Experiential Education, the Outdoor Industry Association, and the American Mountain Guide Association.



Governor, Legislature agree to a budget fix

As announced during a press conference on Thursday, March 17th, the Governor and Legislature have agreed to actively support a state budget fix.

HB 05-1194, sponsored by Speaker of the House Rep. Andrew Romanoff, D-Denver, and Senators Steve Johnson, R-Fort Collins, and Peter Groff, D-Denver, will be heard on second reading on the Senate Floor on Tuesday and will be amended to include the following provisions.

The referred, statutory proposal will be a five-year "de-Brucing" of all excess state revenues and will allow the state to retain and spend those funds. A companion bonding proposal will contain earmarks for the Police and Fire Pension Fund, K-12 education and school construction, and transportation. In addition to the five-year de-Brucing, in the sixth year, if there is excess revenue, the first \$100 million will be retained to pay off bonding obligations. A temporary income tax cut from 4.63 percent to 4.5 percent also may occur in the sixth year, and subsequent years, if surplus revenues are available to cover the 0.13 percent income tax cut.

This proposal eliminates the ratchet effect by allowing the state, in the sixth year and all subsequent years, to spend the amount equal to the highest revenue year during the first five-year period, plus inflation plus population growth (this is in addition to the \$100 million dollars used for bonding obligations). In years beyond the sixth year, the revenue limit will be the prior year's revenue limit plus inflation and population growth (as opposed to the current practice of basing this limit off of the prior years spending plus inflation and population growth).

The Legislature may refer a reauthorization of this proposal to the voters in year five.

This article is reprinted, with permission, from the Colorado Municipal League's March 18, 2005 issue of Statehouse Report. It was written by Mike Braaten.

Welcome, New Members!

CSMA would like to welcome its newest members. Thank you for joining, and we hope to see you at all of our upcoming events! Be certain to check out the CSMA webpage, and the "Members Only" section, where you can obtain contact information for all of our members.

New members joining at the Legislative Luncheon:

Jeanette Hensley	Leo Jaramilo
John Daurio	Christine Thomas
Louanna Cruz	Peggy Valdez-Olivas
Shelley Oxenreider	Christine Hammer
Michelle Brissette-Miller	Scott Bowers
Eric Lane	Sally Merrow
Matthew Flora	Patrica Daniluk
Joi Simpson	Ann Terry
Catherine Gunderson	Betty Castillo
David Kaye	Corina Landeros
Ellen Green	

Members renewing at the Legislative Luncheon:

Marie Valenzuela
Carmen M. Velasquez

New members joining at the February Brown Bag Workshop:

Linda Holland
Michael Lastoczny
Genie Hurt
Charlene Russell
Laura Bradshaw
Kristi Hanks
Jodi Hesch
Leslee Waggener
Tim Griffin
Lisa Miller
Irene Gutierrez
Edrie Womack

If you would like to join CSMA, go to the CSMA website, and click on the "Membership" Tab.

<http://www.csma.info/membership.htm>

**COLORADO STATE
MANAGERS ASSOCIATION**



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