



THE CUTTING EDGE

Sharpening Your Management Skills through KSCPM

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July, 2003
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KENTUCKY SOCIETY Certified Public Managers

Summer
Luncheon Meeting

Wednesday
July 23, 2003
11:30 a. m.

Stratton Building
Mezzanine
Law Enforcement Complex
Kit Carson Drive
Richmond, KY

Speaker
Kenny Davis
Captain
1972 U.S. Olympic
Basketball Team

Price: \$8.00

Reserve by
Monday, July 21, 2003
(Registration Form enclosed)

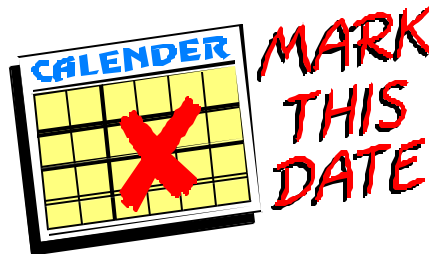


Pamla Wood, KSCPM President, enters the AACPM Conference

President's Podium

I wish each of you could have been at the National Academy conference in Charleston. The speakers were excellent, and of course the company was good.

Peter A. Harkness, Editor of "Governing" Magazine, fascinated us with his experience and viewpoint: he was formerly Editor and Deputy Publisher of "The Congressional Quarterly." Mr. Harkness described national trends in policy and culture. He noted a shift in strength and responsibility to local governments. He said collaboration and flexibility are necessary to overcome the pitfalls of fragmented governing. He said the sharing of information and integration of local, state, and



federal governments is crucial. There is a focus on performance rather than intent. He also encouraged us to celebrate success and leadership. He said governments need to make technological advances, and he complimented Kentucky state government in that area. I spoke with him afterwards, when he remarked on Governor Patton's tremendous leadership with respect to the Empower effort. He said that "Governing" had been prepared to name Governor Patton "Public Official of the Year," but "pulled" the story because of the breaking news scandal.

Philip Lader, Past Ambassador to the Court of St. James, invoked a vision of "a civil society characterized by excellent public management," and spoke of the need for "modernization of the public trust in general. He called for advancement of public management, not just of public policy.

One of the speakers, Liz Stewart, presented results from a study by Stewart and Associates, Management and Training Consultants (SC). My notes give encapsulated descriptions of the values of these "generation" categories, as follows. Veterans value family, financial security, and lack of debt. Boomers like quick fixes for aging and invest in themselves. GenX feel entitled and worry about cash flow, not the full picture. Nexters or Milleniums tend to go "all or nothing" (If I can't have a big house, I'll go back home.) Obviously, these are gross generalizations. Ms. Stewart gave more details and also placed the general characteristics of these groupings in the context of various work-related functions such as

selection, promotion, and compensation. The end message, as I saw it, is that people in the workplace frequently have differences in values that might be subtle -- but if we don't see them, we miss opportunities. This is especially true, I believe, for the younger generations. If one isn't involved with young people, or with only those in our families, it is easy to misunderstand what motivates them. Our culture changes so fast!

One workshop I attended also merits a place in this article. The subject was "Satisfying Multiple Stakeholders;" the presenter was Becky Baum from the Whitten Group (MS). Ms. Baum described a tool called "mind mapping" which was new to me. "Mind Mapping," she said, "is a technique for graphically representing a brainstorming process." Have you been frustrated with trying to turn a multi-faceted discussion into "lists?" If so, this is your answer. It brings big-picture thinking into focus for a detail-oriented person. Mind mapping was developed by an engineer at MIT, and computer versions of mind mapping tools are available at www.mindmapper.com/

On the organizational and historical side, conference participants were pleased to have the company of George Askew, the first on the list of first CPM graduates (thus, the namesake of the national Askew Award). In addition, Kenneth Henning was present. Mr. Henning is credited with creating the concept of Public Manager excellence through certification.

Hoping to see you at the July luncheon, I am respectfully yours,

Pamla Wood, CPM
President, KSCPM

THE CUTTING EDGE KSCPM Elections

Want to be a candidate for KSCPM office? Contact JoJuana Leavell-Greene, Elections Chairperson at: JoJuana.Leavell-Greene@mail.state.ky.us

Elections will be held in December at our annual meeting. Consider making the same commitment to the KSCPM that you did to completing the CPM program. Increased membership in the Society means increased support and lobby power. Be an active member. Take an active role in Society governance.

Remember, you must be a member to vote, and you can join as an associate member even if you are still enrolled after completing Phase I, Certified Management Fundamentals, or even successful completion of just **50 hours** toward the CMF. Learn more about KSCPM membership [here](#).

Summer Luncheon Speaker

Kenny Davis, Class of 1971, Georgetown College, still stands as perhaps the best basketball player to ever wear a Tiger uniform. A three-time NAIA All-American, his four-year total of 3,003 points set a career record for collegians in the state of Kentucky. He still stands as Georgetown's All-Time scoring leader, nearly 30 years after his Tiger career ended. His ability on the court gave him the opportunity to represent the College on five continents and to serve in a once-in-a-lifetime role as captain of the famed 1972 U.S. Olympic Basketball Team. His efforts have been rewarded with induction into the NAIA Hall of Fame and a Georgetown College Alumni Achievement Award.

Do You Remember the 1972 Olympics?

The 1972 Olympic Games will probably be best remembered for the murder of eleven Israeli Olympians. On September 5, a day before the Games were to begin, eight Palestinian terrorists entered the Olympic Village and seized eleven members of the Israeli Olympic team. Two of the hostages were able to wound two of their captors before they were killed. The terrorists requested the release of 234 Palestinians that were being held in Israel. During a failed attempt at rescue, all of the remaining hostages and five of the terrorists were killed, and three terrorists were wounded.

The IOC decided that the Games should go on. The following day there was a memorial service for the victims and the Olympic flags were flown at half-staff. The opening of the Olympics was postponed one day. The decision of the IOC to continue the Games after such a horrific event was controversial.

More controversies were to affect these Games. During the Olympic Games, a dispute arose during the [basketball game](#) between the Soviet Union and the United States. With one second left on the clock, and the score in favor of the Americans at 50-49, the horn sounded. The Soviet coach had called a time-out. The clock was reset to three seconds and played out. The Soviets still hadn't scored and for some reason, the clock was again set back to three seconds. This time, Soviet player Alexander Belov made a basket and the game ended at 50-51 in the Soviet's favor. Though the timekeeper and one of the referees stated that the additional three seconds was completely illegal, the

Soviets were allowed to keep the gold.



This position, selected at the national meeting in Charleston in April, was sought by 3 other candidates: all worthy, they said. Robinil, however, was the winner.

Robinil has been a sustaining member of the Kentucky Society and active in AACPM. Robinil is responsible, frugal, and dedicated to fostering growth and development in the membership. She believes in developing and empowering strong managerial leadership and broad-based professional development.

Robinil has:

- ?? Been KSCPM's Treasurer, intermittently since 1992.
- ?? Been active in KSCPM committees since 1995.
- ?? Served on AACPM Henning and Integrated Marketing and Resource Catalogue Committees.

We are pleased to have such representation at the national level, and congratulate Robinil for an election well-won!

Crit Luallen Speaks



Crit Luallen receives a token of appreciation from Pamela Wood, KSCPM President

Crit Luallen was our speaker at the Spring Luncheon on March 5, 2003, at the Investor's Heritage Auditorium in Frankfort. She received a warm reception from a good showing of members and guests. A copy of her speech can be found [here](#).



Board of Director's Meeting

Thursday, April 23, 2003
Department of Local Government,
Frankfort

Attending:

Pamla Wood, Robinil Jameson, Helen Koger, J. R. Brown, Jeanne Olivias, JoJuana Green, Janice Earnest

Administrative

President Pamla Wood called the meeting to order. Officers and Board members introduced themselves.



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The minutes of the last meeting were circulated and one correction was made. (AACPM President, Larry Totten is not a KSCPM Board member and is not allowed to second a motion.)

The motion was made to accept the minutes by Robinil Jameson, and seconded by J.R. Brown. Motion carried.

Treasurer’s Report

Robinil reported that the AACPM conference expenses were well under the \$2500 allocated.

Updates and Announcements

J. R. Brown gave a summary of the AACPM Conference. This was the best of the three conferences he had attended. The speakers were really good. Speakers were Joseph Riley, Jr., Mayor of Charleston; Philip Lader, Ambassador to the Court of St. James, Dr. Liz Stewart, author, Cari Dominguez, Chair of U.S. EEOC, Peter Harkness, Editor and Publisher of *Governing* magazine; and Dr. William Hale, retired professor, owner of Prism Associates. Facilitators for the break out sessions were likewise very interesting.

Each year participants from the different states attending the conference are asked to bring items from their state. The Kentucky items were sufficient to fill two bags. These bags were combined with other state bags and raffled for \$1200 with the money going to the Kansas Society of Certified Public Managers for seed money to next year’s conference.

The 2002 AACPM New Jersey Conference netted a loss of \$11,000 last year. This will be absorbed by

the AACPM and New Jersey on a 75/25 ratio. However, the New Jersey Conference audit has not been completed and there was a \$600 disputed amount. An auditor must be hired before this process can be completed.

Copies of The History of the Certified Public Manager were given at the conference. Robinil Jameson will contact Tom Patterson about the CD given to J. R. Brown. It was empty. Jeanne Olivas wants a copy for GSC.

Kentucky Delegate, Robinil Jameson won a seat at the AACPM House of Delegates meeting as Board Member at Large. She will have a two-year term beginning 2004. Congratulations Robinil!

The summer luncheon will be July 23 at the Stratton Building Mezzanine on the campus of Eastern Kentucky University in Richmond. Cost will be \$8 per meal. Parking will be in the Stratton parking lot.

This year’s Askew Award winner, Mary Jilka, will be invited to attend the luncheon as our guest. J. R. brought an AACPM brochure highlighting the Askew winners for Mary and also one to post at Governmental Services Center.

Upcoming Events

Future Board Meetings are October 22 and early December for the election meeting.

Position Descriptions

Janice Earnest presented a proposal for developing position descriptions for Society officers and Board members. She noted that there is a brief description of duties outlined

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in the Bylaws, but there is a need for a more detailed “working” description that would clarify what the role of each position is and what should be accomplished. Such a document would allow prospective officers or Board members to understand the duties involved when they consider taking a position, and ensure that essential tasks are not forgotten.

It was decided that she should e-mail a Preliminary Position Description Questionnaire to officers and Board members.

Janice also suggested that Committee Chairs be given a list of members who indicated an area of committee interest on their membership form. That would provide contacts to solicit for help with various duties.

Annual KSCPM Seminar

Robinil reported that Former Governor Martha Collins and Dr. Betty Griffin have been contacted to be speakers for our Society Seminar. The theme will be, “The Truth About Management: I wish I knew then what I know now.”

Janice and Carolyn are contacting caterers to provide the meal and break refreshments.

Janice will ask for volunteers from her agency to help with the Society July speaker luncheon and seminar.

Other Business

Pamla Wood will send a survey to all CPM graduates. Jeanne Olivas will help Pam with the survey. Certain information will be requested, such as: Did you receive an increment upon graduation?

Have you been promoted as a result of CPM?

Next year's AACPM conference will be at the Capital Plaza Hotel in Topeka, Kansas June 20-24. The hotel room rate is locked in at \$68.

Larry Totten is the 2006 Conference Chair and he will report progress at the July Board meeting. J. R. Brown will coordinate with Jeanne Olivas to schedule no GSC classes the week of the conference.

Open Comments

The next Board Meeting will be held in Richmond on July 23rd, at 10:00 AM before the Summer Speaker Luncheon.

Minutes submitted by:
<mailto:hkoger@docjt.jus.state.ky.us>
 Helen Koger, CPM
 KSCPM Secretary

A successful project leader is one who considers:

- Lateral Thinking
- Empowerment
- Active Optimism
- Determination to Improve
- Encouragement of Delegation
- Real potential



**TREASURER'S REPORT:
 CASH ON HAND
 May 22, 2003**

Beg. Bal. – 1/24/2002	\$6427.58
Receipts:	
Luncheon.	\$ 416.00
Refund	<u>300.00</u>
Total	<u>716.00</u>
Total Receipts	\$7,143.58
Expenses:	
Lapel Pins \$	1014.38
PO Box Fee	26.00
AACPM Conf	1210.95
Lunch/folders/ Key	157.97
CD – 2006 Conf	2000.00
Deposit Hist Ctn	100.00
Filing Fee	
Sec't of State	4.00
AACPM Mmbrs	135.00
March Luncheon	<u>497.67</u>
Total Expenses	<u>\$5,145.97</u>

Ending Balance	
5/22/2003	<u>\$1,997.61</u>

Submitted by
 Robinil Jameson, CPM,
 Treas., KSCPM

" It is difficult to say anything is impossible, for the dream of yesterday is the hope of today and the reality of tomorrow."

--- Robert H. Goddard ---

Personnel Cabinet and CPM Credit - KSCPM officers meet with Secretary Palmore

In 1997, the Personnel Cabinet began valuing Certificate of Management Fundamentals (CMF) as one year of experience and Public Manager Certification (CPM) as two years. On April 29th, KSCPM President Pamla Wood and Past President Patricia Bryan (2000) met with Personnel leadership to discuss the current interpretation of the

policy relating to the application of the certifications. Personnel was represented by Secretary Carol Palmore; Deputy Secretary Singer Buchanan, Jr.; Herb Sheeting, Commissioner for Administration; David Cooke, Deputy Commissioner for Admin. /Dir. for Staff Services; and Jim Stanley, Director for Classification and Compensation.

Armed with job specification sheets and competency information from GSC, President Wood reviewed the course curriculum of each program, noting the breadth of skills development and thus the validity of applying credit towards many position classifications, not only supervisory or management positions.

The meeting revealed information that is important to CMF and CPM graduates who want to receive experience credit for their certification. First is that in order to award credit, Personnel must have verification of certification. Just as a college degree must be documented with a transcript, CMF and CPM status must be documented with a certificate or verification from GSC. If you want Personnel to use certification as experience credit, you must submit a copy of your certificate when filing an application. (This need only be done once.)

President Wood and Deputy Comm. David Cooke each agreed to ask GSC to inform new graduates of this requirement, and to speak with GSC about providing lists of graduates to the Personnel Cabinet for their records. President Wood agreed to notify KSCPM members of the necessity to have a certificate on file to receive credit. In addition, Deputy Comm. Cooke said he



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would provide his Personnel Analyst staff copies of the competencies for CMF and CPM, as well as curriculum information. He agreed that staff hired since 1997 might not be familiar with the programs and the credit-for-experience policy.

One other piece of information: Personnel will also give training/experience credit for management classes taken through Kentucky State University as it applies to specific classifications, if these are verified with documentation.

**CPM Graduation
November 2003**

Heads up! Don't forget to mark your calendars for the 2003 Kentucky Certified Public Managers Awards ceremony scheduled for November 6th at the Farnham Dudgeon Civic Center in Frankfort. The ceremony will start at 2:00 p.m. and end at 4:00 p.m. A reception will follow the awarding of the CPM certificates. Graduates will be receiving more information as the time nears. KSCPM personnel will set up a booth to provide information to new graduates as well as offering KSCPM merchandise for purchase.

AACPM Benefits

Thinking of taking a vacation to Florida this year? Did you know that your membership in the AACPM offers you selected discounts at Walt Disney World, Busch Garden, Sea World, Cypress Gardens and Universal Studios? Be sure to take your membership card along and ask for discounts wherever you go.

Recycle

If you enjoyed this newsletter, please share it with a CMF/CPM graduate you may know that is not a KSCPM member. If you did not enjoy it, please share why you didn't with me!

glenn.thomas@mail.state.ky.us

Photos from AACPM



AACPM President Larry Totten poses with Mr. & Mrs. Ken Henning. Mr Henning is considered the "father" of the CPM program having founded the first program in Georgia in the mid 1970s.



Kentucky Raffle Offerings



J.R. Brown and Larry Totten enjoy the Charleston proceedings.



J.R., Pamla, and Robinil chat with one of the many other attendees of the conference.



Gearing up for 2004 in Kansas

"The aim of an argument or of a discussion should not be victory but progress."

--- Author Unknown ---

"I am not what happened to me, I am what I choose to become."

--- Carl Jung ---

KSCPM Committee Information - Year 2003

KSCPM Executive Committee			
Pamla Wood	President	Pamla.Wood@mail.state.ky.us	502-564-3410
Douglas Holt	President-Elect	Douglas.Holt@mail.state.ky.us	502-564-4923
Robinil Jameson	Treasurer	Robinil.Jameson@mail.state.ky.us	502-573-2382
Helen Koger	Secretary	hkoger@docjt.jus.state.ky.us	859-622-3801
J.R. Brown	Immediate Past President	jbrown@docjt.jus.state.ky.us	502-564-6927
Jeanne Olivas	G.S.C. Liaison	Jeanne.Olivas@mail.state.ky.us	502-564-8170
JoJuana Leavell-Green	Election Comm.	JoJuana.Leavell-greene@mail.state.ky.us	502-564-5620
Pat Bryan	Membership Comm.	patriciabryan@peoplepc.com	502-875-1617
Janice Earnest	Program Comm.	jearnest@docjt.jus.state.ky.us	859-622-8062
Carolyn Schaefer	Assistant	cschaefer@docjt.jus.state.ky.us	859-622-2302
Glenn Thomas	Publications & Publicity Comm.	Glenn.Thomas@mail.state.ky.us	502-564-1404
Jane Sampson	Finance Comm.	Jane.Sampson@kdla.net	502-564-8300
Larry Totten	President, AACPM	Larry.Totten@mail.state.ky.us	270-343-2426
<i>Special Appointed Committees</i>			
Douglas Holt	Awards Committee	Douglas.Holt@mail.state.ky.us	502-564-4923
Tony Smith	Legislative Committee	TonySmith@mail.kytc.state.ky.us	502-564-6927
Connie Bolin	Web Site Coordinator	Connie.Bolin@mail.state.ky.us	502-564-7455
Pamla Wood	Historian & Archivist	Pamla.Wood@mail.state.ky.us	502-564-3410
KSCPM	Web Page	gsc.ky.gov/KSCPMWeb	P.O. Box 42 Frankfort, KY 40602-0042
AACPM	Web Page	www.cpmacademy.org	

Summer Luncheon Wednesday, July 23, 2003

11:30 a.m. - Lunch -- 12:00 noon - Speaker

Stratton Building Mezzanine

Guest Speaker – Kenny Davis

*Law Enforcement Complex
Richmond, Kentucky*

*Captain, U.S. 1972 Olympic
Basketball Team*

SEND RESERVATIONS TO: ***Kentucky Society of Certified Public Managers
PO Box 42
Frankfort, Kentucky 40602-0042***

Reservations **must** be received by Monday, July 21, 2003. – Cost: \$8

Reservations: Member_____ Guest_____ Amount:\$_____

NAME: _____

ADDRESS: _____

CITY: _____ KY ZIP _____

OFFICE PHONE: _____ E-MAIL: _____

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KSCPM Newsletter
P. O. Box 42
Frankfort, KY 40602-0042



ADDRESS CORRECTION REQUESTED