



THE CUTTING EDGE

Sharpening Your Management Skills through KSCPM

February, 2005
Volume 5, Issue 1

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KENTUCKY SOCIETY CERTIFIED PUBLIC MANAGERS

Spring
Luncheon Meeting

Wednesday
March 15, 2005
11:30 a. m.

President's Dining Room
2nd Floor Admin Serv Bldg
Kentucky State University
Frankfort, KY

Speaker
Mary Evans Sias
President
Kentucky State University

Price: \$9.00

Reserve by
Friday, March 9, 2005
(Registration Form enclosed)

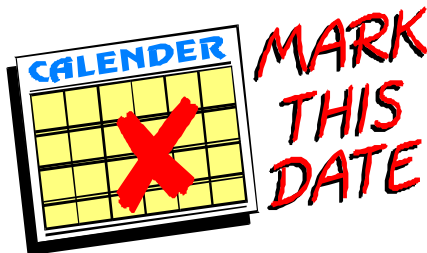


Lorraine Moore, CPM

President's Podium

2004 was the year to "Get Ready"! 2005 is the year to "Get Set"! 2006? You guessed it! "Go" time! What am I talking about? The 2006 AACPM conference is going to be held in Louisville, Kentucky: a prestigious honor awarded to the KSCPM, and an exciting event for our society to be hosting for the second time. Kentucky last hosted the AACPM conference in 1996. Lots of preparation for the 2006 conference has already begun. However, lots of work is still needed. Articles in upcoming newsletters will provide details of the many types of assistance needed. Please look for these articles and consider volunteering to help us ensure this conference is a success!

While I am on the subject of volunteering, (and I hope I continue to hold your attention!), I would like to welcome all board members and committee chairpersons by sending a



personal "thank you" to each one for their time and dedication to the Society. Our first board meeting was held January 11th. During this meeting, I asked each chairperson to personally contact each member that indicated an interest in his or her committee. Our goal this year is to have as many members as possible actively participating in Society events. Before you start thinking there is nothing you can do because you don't have time, you are not able to travel, or whatever reason might cause you not to participate, let me take a moment to point out just a few of the less obvious ways in which you may possibly volunteer:

- The Awards Committee - one of the duties of this committee is to determine the Outstanding Project Award recipients. Committee members read submitted papers and, following guidelines, score each to determine which paper will be recognized at the next graduation ceremony. Best of all, the reading is done at your convenience, wherever you decide!
- The Publications Committee - enjoy writing? Proofreading? Have creative communication skills? Again, members of this committee can work whenever and wherever they desire!
- The Program Committee - could definitely use your assistance. We have functions in Richmond and Frankfort each year. We need assistance with anything from creating nametags, setting up tables, or wrapping presents - all the way to assisting with the caterers and

facilities to hold the events. If you enjoy putting together a party, you would fit right in with this committee!

Have I piqued your interest yet? These are just a few of our committees, there are several other committees that also need volunteers. I encourage you to go to our website, www.KSCPM.org, click on "Officers/Contact Us," and send an email to the chairperson(s) of your choice. Want to do something but still not sure what? Email me, Lorraine.Moore@ky.gov and I'll be glad to assist you in finding the perfect position.

The Kentucky Society of Certified Public Managers is OUR organization, the Board Members, the Committee Chairpersons, and most of all each and every Member. Let's all get the most benefit and enjoyment from our Society that we can by each participating in whatever way to make this Society – your Society - the best it can be!

I am respectfully yours,

Lorraine Moore, CPM
President, KSCPM

KSCPM Officers for 2005

- President** – Lorraine Moore, CHFS, Frankfort
- President-elect** – Larry Totten, Commerce, Lake Cumberland
- Secretary** – Carmen Bishop, EPPC, Frankfort
- Treasurer** – Robinil Jameson, Personnel, Frankfort.

Please contact any officer if you are interested in serving on the

KSCPM Board in the future or want to get more involved with a committee right now. We welcome your ideas. A complete list of the Executive Committee is on page 7.

"Success doesn't mean the absence of failure; it means the attainment of ultimate objectives. It means winning the war, not every battle."

--Edwin C. Bliss--

**Mary Evans Sias
President,
Kentucky State University
Spring Luncheon
Guest Speaker**

In February 2004, Mary Evans Sias was named president of Kentucky State University after serving eight years as senior vice president for student affairs and external relations at The University of Texas at Dallas.

Dr. Sias also served 13 years as chief executive officer of the YWCA of Metropolitan Dallas. She has been an associate provost, associate professor, and assistant professor at UTD. She was also an assistant professor at Grambling State University and Southern Methodist University. Having a keen interest in teen pregnancy rates and domestic violence, she served as director of the Women's Resource Center in Dallas.

She is a 1972 graduate of Tougaloo College, where she graduated summa cum laude in sociology. She received both an M.S. (1974) and Ph.D. (1980) in sociology from the University of Wisconsin-Madison. In 1983, she also earned the MBA degree in management at Abilene Christian College at Dallas.

Join us on March 15, 2005 for an informative hour with the President of Frankfort's only University.

You can place your luncheon reservation by filling out the form on page 8 or the one available on the KSCPM website at <http://www.kscpm.org/KSCPM/events.htm>

Childress Award Presented to Greg Bell



2004 President Glenn Thomas presents Greg Bell with Childress Award

The Gene Childress Award for outstanding leadership in state government was presented at the December Annual Luncheon to Mr. Greg Bell, Department of Revenue, Finance and Administration Cabinet.

Greg has been with the Revenue Cabinet/Department for twenty years. Here is a partial list of some of his accomplishments during that time.

- Setup and administered the first departmental PC network in the Revenue Cabinet.
- Developed a system of field data collection that utilized the first laptop computers in the Revenue Cabinet.
- Was voted the inaugural "Revenue Employee of the Year" by the Kentucky

- Property Valuation Administrator's Association.
- Greg travels the state 80-90 days per year working with local officials.
- He is also a private pilot who volunteers with the United States Air Force Auxiliary/Civil Air Patrol (CAP). He has over 500 hours of flight time in the service of his country.

"I am seeking, I am striving, I am in it with all my heart."

--Vincent van Gogh--

Glaser Award Presented to Robinil Jameson



2003 President Pamla Wood presents Robinil Jameson with Glaser Award

The first annual Charlotte Glaser Award for outstanding contribution to the KSCPM was presented at the December Annual Luncheon to Ms. Robinil Jameson, Office of Governmental Training, Personnel Cabinet.

Robinil has served in many capacities for KSCPM over the years:

- Treasurer 1992-1995, 1999-2001, 2003.
- Finance Committee Chair, 2002.

- Membership Committee Chair, 1998, 2003-2004.
- Planning Committee, Kentucky AACPM Conference 1995-1996.
- As an active member of the American Academy of Certified Public Managers, she has attended the AACPM Conference many years and served as a Delegate, helping to shape policy and procedures.

Congratulations go out to both of our Awardees. Be sure to visit the Awards section of our website to see how you can nominate a candidate for these awards in 2005.

"We can't become what we need to be by remaining what we are."

--Oprah Winfrey--

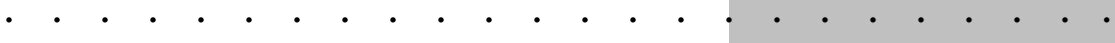
American Academy of Certified Public Managers

17th Annual Educational Symposium

Sept 18 – 21, 2005
Radisson Hotel Manchester at the Center of New Hampshire
Manchester, NH



New Hampshire was chosen to host the 17th Annual Professional Development Conference on



February, 2005

behalf of the American Academy of Certified Public Managers.

The conference theme is *Achieve Greatness in Public Management- Climb to New Heights*. This theme speaks highly for what we stand for and the work that we accomplish daily as public managers.

Plan now for a fall foliage trip to the picturesque North East! More details will be available in the next newsletter or at www.cpmacademy.org

"Opportunity is missed by most people because it is dressed in overalls and looks like work."

--Thomas Edison--

Volunteers Needed To Help With 2006 AACPM Conference

By Larry Totten, CPM

In September 2006, the Kentucky Society will host the 18th Annual Professional Development Conference of the American Academy of Certified Public Managers in Louisville at the Galt House. This event will mark the 10-year anniversary from the last time that Kentucky was host. It will also be the 30th anniversary of the establishment of the Certified Public Manager program.

Our theme for the Conference will be "The New Realities – a Decade Later", carrying forward our theme from the '96 event.

While it is still a little early to do much in the way of specific planning, it is not too early to begin to think about next year and to encourage our members to volunteer their time toward the successful execution of this event.

THE CUTTING EDGE

Louisville" information that will be given to registrants and arrange for any outside activities that are planned.

Exhibitors – This group is responsible for soliciting sponsorships for our events and getting exhibitors to display their products. This will be a very challenging committee since an attempt has been made over the past few years to try to get national vendors interested enough in us to be present at the Conference as it moves around the country.

This will be our basic structure; we will add to these if needed and there will be sub-committees within these larger groups.

This is a very Society-focused activity and we need your participation. I think there is something here for everyone's personal interests and talents. We also need your attendance next year as well. This Conference will replace our own one-day professional seminar next fall, so it's never too early to start preparing your boss for that in-state travel request. More information will be forthcoming throughout the year.

Please contact me, at larry.totten@ky.gov, or KSCPM President Lorraine Moore, at lorraine.moore@ky.gov, for more information or to volunteer. Thanks.

"I am only one, but still, I am one. I cannot do everything but I can do something. And, because I cannot do everything, I will not refuse to do what I can."

--Edward Everett Hale--

There's no question that there will be a lot of work to pull this off – the good news is that the more people we have on the job, the easier it will be for everyone.

Job tasks are broken down into five basic committees:

Marketing – This group is charged with the primary responsibility of promoting the Conference. Its main duty is to create and mail the promotional and registration literature sent to Academy members but other promo activities also fall to this group, such as obtaining giveaway items for door prizes.

Program – This group is responsible for the heart of the Conference the education program. They will solicit presenters, evaluate responses, and make recommendations. They will negotiate fees and expenses; coordinate A/V needs; obtain CEU credit for the program; and work with presenters during the Conference.

Registration – This group is responsible for keeping track of the Conference registrants and their money. They will be in receipt of registration information prior to the Conference and handle all registration activities on site.

Hospitality – This group is responsible for the social aspects of the Conference, working extensively with the hotel staff. This includes the following Conference food functions: Welcoming Reception, Awards Banquet, Presidents Luncheon, breaks - and any other planned meals. They will also put together "What to do in



**TREASURER’S REPORT:
KSCPM
CASH ON HAND
January 11, 2005**

Beg. Bal. –12/13/2004
\$8963.58

Receipts:
Dues Rec. \$2515.00
Qdoba 25.50
Total 2540.50

Total Receipts \$11,504.08

Expenses:
0
Total Expenses 0

Ending Balance
Cash –
1/11/2005 \$11,504.08

Submitted by
Robinil Jameson, CPM,
Treasurer, KSCPM

*"What lies behind us and what lies ahead of us are tiny matters compared to what lies within us."
--Oliver Wendell Holmes--*

KSCPM Interview
By Pamla Wood, CPM

KSCPM Interview is a new feature in the newsletter. Each month, I will chat with a KSCPM member and share his or her views with you. This month's guest is Ken Schendeman, who took a few minutes from his complex work as liaison to the

Legislature, to speak to “The Cutting Edge.” Ken is Executive Director of the Office of Legislative and Intergovernmental Services for the Justice and Public Safety Cabinet.

Ken Schendeman accurately describes himself as a one-man "pep rally" for the CPM program. His personal growth through CPM training is only exceeded by his belief that it improved the performance of the entire Division of Criminal Justice Training.

Active KSCPM'ers will remember when the influx of Criminal Justice staff raised the organization's energy and performance; Ken Schendeman was key to that growth. When he was working on his management certification in the late 1990's, he was Director of the Division of Criminal Justice Training.

Ken, who had been an officer in the Army before working in state government, said the CPM training provided "terminology and theory to his practical experiences." Both his experience and the training convinced him of the importance of spreading the CPM training as far as possible among staff. Supporting participation in KSCPM was an extension of his belief in continuing education.

Under Ken's leadership and with the full support of his Commissioner (John Bizzack, KSCPM's first Childress Leadership Awardee), personnel management included asking employees about their career goals, their educational goals and their interest in the CPM

program. His participation assured employees that management genuinely supported the program.

The result was a "significantly disproportionate number of participants from Justice Training" in the program. Ken believes the results "paid off tremendously" through graduate contributions to the department.

People who understand "leadership and followership," Ken said, have a "framework of understanding." Improvements in communication skills made his job easier, because when staff is able to identify, de-personalize and resolve conflicts, personnel issues decrease. The boost in performance was accompanied by an improvement in morale. "There's a synergy when you get broad participation," Ken told "The Cutting Edge."

Ken joined the Kentucky Society while he was in the CPM program, and his enthusiasm for the training extends to the Society. Again revealing his leadership perspective, he pointed out that employees who become active in the Society are able to contrast their experiences through the networking opportunities.

"The norm is what you know," he said, and Criminal Justice's Richmond location left staff especially isolated. In this situation, comparisons worked to his agency's advantage, because employees realized the quality of their leaders as well as the uncommon support for employees' involvement in their own growth. Ken spoke with pride of the number of employees who have provided service to KSCPM.

Recycle

Newsletter readers will remember that KSCPM has pushed Personnel to begin and continue offering qualifying credits to CPM graduates in applying for promotional positions. Ken said the credits have been an asset to his agency. Training created a larger pool of potential supervisors and managers; receiving credit for Certification enabled those individuals to be placed on registers. "We've been able to professionally develop them and qualify them," he said.

The result has not only improved performance, it has "broken the glass ceiling," enabling the agency to "balance and diversity the workforce."

We asked Ken what he would like to see KSCPM "do more of." He said post-graduate work related to strategic planning would be very useful. Strategic planning requires many skills, and using it means imposing a continual change process. "Unfreezing" people to carry out strategic planning can make them unsettled and uncomfortable, so he would like to see more training for leading change.

It is obvious that Ken enjoys learning. He obtained his Masters in Public Administration from UK while he was working on his CPM and is currently pursuing a doctorate in Education Administration. Yet rather than finding CPM to be lesser training than these academic programs, he assures me that they only overlap. "I will always and forever push the CPM program," Ken said, because it benefits the individual *and* the organization. "At the very least, it gets people in the mode of learning new

things," and of listening and thinking organizationally. These alone are worth the investment.

Would you like to be our next interviewee? If so, contact interviewer Pamla Wood at pamlaw@iglou.com.

"Great people are those who make others feel that they, too, can be great."

--Mark Twain--

MORE FREE MONEY!

Our fundraising effort with **Qdoba's of Frankfort** was such a success last fall that we have decided to do it again! KSCPM received a check for \$25.50 just for members eating at Qdoba's on Tuesday's last September.

You will be receiving an email containing a special flier in the next several weeks. Save that flier and print it out. Every Tuesday during the month of March will be 'KSCPM Day' at Qdoba's.

For every entrée ordered by a person that brings in a flier, Qdoba's will donate \$1.50 to KSCPM. This is good all day long, including lunch and dinner.

Why not suggest that your office lunch group go to Qdoba's on Tuesdays and don't forget the fliers! Print out extra fliers and leave them by the sign-in sheet. Remember they don't have to be a KSCPM member. All they need is a flier to turn in when ordering.

This offer is only good at the Frankfort Qdoba's. Why not consider taking the whole family out to dinner any (or every) Tuesday during March? KSCPM will get \$1.50 for every entrée ordered and flier turned in.

If you enjoyed this newsletter, please share it with a CMF/CPM graduate you may know that is not a KSCPM member as part of our membership drive. If you did not enjoy it, please share why you didn't with us!

"Yesterday is not ours to recover, but tomorrow is ours to win or lose."

--Lyndon B. Johnson--

Spring Luncheon Wednesday, March 15, 2005

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

President's Dining Room Guest Speaker – Mary Evans Sias

Administrative Service Building (ASB)

President

Kentucky State University

Kentucky State University

Frankfort, Kentucky

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

Reservations **MUST** be received by Friday, March 9, 2005. – Cost: \$9.00

Reservations: Member _____ Guest _____ Amount: \$ _____

NAME: _____

ADDRESS: _____

CITY: _____ KY ZIP _____

OFFICE PHONE:

E-MAIL:

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



ADDRESS CORRECTION REQUESTED

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