

Breaking Out of Your Comfort Zone:

How to Take Those Calculated Risks That Can Move You Ahead

3:00 - 4:00 p.m. Eastern Time, Thursday, March 13, 2008

DIAL 646-519-5883 [callers' PIN 7592#]

[Target Audience: Anyone looking for advice and recommendations from experienced managers on how to move a career out of neutral.]

Panelists:

- *Michael Abels*, City Manager, City of DeLand
- *Colin Baenziger*, Principal, Colin Baenziger & Associates
- *Daniel Kleman*, Director of Fire and Rescue Department, City of Jacksonville
- *Desiree Matthews*, Assistant City Manager, City of Kissimmee

Panel Discussion Questions:

1. Briefly describe a personal experience where you had to move out of your “comfort zone” and tell us what you learned from that experience.
2. What advice would you give to someone who is interested in leaving behind their current “comfort zone” and getting ahead in their career, but who is nervous (a.k.a. “fear of the unknown”) and unsure of what steps to take?
3. What advice would you give to an employee who feels like they are stuck in neutral at a low-to-mid-level position?
4. For those on the call who may not yet be ready to move ahead, what steps should they be taking to position themselves for advancement opportunities?
5. Finally, is there anything wrong with staying in the comfort zone? What if I like it here?

We encourage callers to ask questions during the panel discussions. If you prefer, you may submit questions anonymously via email to fccma@donmaruska.com either in advance or during the panel discussion. As moderator for the sessions, Don Maruska will pose the emailed questions.

Post-Call Group Discussions:

Many agencies are organizing groups to listen to the calls (live or recorded) and discuss the topics among themselves after the calls. Some are summarizing their discussions and distributing them to managers throughout their organizations. Use the FCCMA Coaching Program as an effective way to enhance professional development in your agency. Here are some discussion starters for this session.

Follow Up Topics:

1. Who are good examples of persons who have moved out of their comfort zones to develop their skills and help our organization? What contributed to their success?
2. Where in our organization do we especially need employees to stretch and grow?
3. How can we encourage people to embrace opportunities and provide them with the support they need to succeed and recover from setbacks?

Panel Call Etiquette:

- Please put your phone on mute, except when you are asking a question or making a statement.
- Do not put the call on hold, especially if you have music or a message that plays and will disrupt other callers.
- Kindly disable call waiting or other phone features that will interrupt your participation in (and others listening to) the call.

There is no charge to participate in the telephone panel discussion, but callers will bear the costs charged by their carriers to reach the conference number.

More Resources:

Visit the FCCMA Coaching Program web site at <http://www.fccma.org/coaching> for valuable resources to boost your career. These include listings of future Telephone Panels, "Ask A Coach" offering (that invites you to ask questions anonymously--check out some of the hot topics), One-to-One Coaching opportunities, and digital recordings of the Telephone Panels.

Sign Up For the FCCMA Coaching Program:

Subscribe to the FCCMA Coaching Program to receive updates on events and the availability of recorded sessions. Go to <http://www.fccma.org/coaching/join.htm>

Enjoy the resources and support to thrive in local government.

Don

Don Maruska, Master Certified Coach
Director, FCCMA Coaching Program

Don Maruska & Company, Inc.