

# AREAS OF LOCAL GOVERNMENT EXPERTISE

## Florida Senior Advisors FCCMA/ICMA

FCCMA's **SENIOR ADVISOR PROGRAM** continues to expand its support for the membership through a variety of services.

Our **SENIOR ADVISORS** acquired extensive and diverse areas of expertise while in active service to their communities. They are willing to share this knowledge and experience with members. If you and/or your community are facing an issue or embarking on a program that our team members have knowledge or experience addressing, call or email one or several of us. Discussions regarding subject matter issues can be confidential. If more in-depth discussion and review are desired with you and/or staff, a site visit can be arranged.

The contact information for our **SENIOR ADVISORS** is on the right, and listed below are their areas of expertise. Please note that you are not restricted to discussing your issues with any particular member of our team.

We will continue to seek out ways to bring added value to the profession through these dedicated volunteers and make the program more useful to you and your staff.

Please share your ideas on how we can improve and expand the services of our program.



## CONTACT INFORMATION

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ICMA-CM**  
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### Budgeting

Ken Parker, George Forbes,  
Pam Brangaccio, Mark Ryan

### Capital Improvement Program Development

All

### Charter Development and Review

George Forbes, Ken Parker

### Community Environment/ Resilience

Pam Brangaccio

### Community Redevelopment Agencies

George Forbes, Pam  
Brangaccio, Russ Blackburn

### Council Orientation

Russ Blackburn

### Council Retreats

Jim Hanson, Pam Brangaccio

### Economic Development

Tom Harmer, Mark Ryan,  
Russ Blackburn, Terry Stewart

### HR Management

Terry Stewart

### Infrastructure Development

Jim Hanson

### Interview Skills

George Forbes, Terry Stewart

### Leadership Training

Tom Harmer, Ken Parker,  
George Forbes, Mark Ryan,  
Russ Blackburn, Terry Stewart

### Managing for Outcomes and Results

Jim Hanson, Russ Blackburn

### Mentoring for Manager and Staff

Tom Harmer, Ken Parker,  
Mark Ryan, Terry Stewart

### Organizational Development/Goal Setting

Tom Harmer, Russ Blackburn

### Organizational Structure

George Forbes, Tom Harmer,  
Pam Brangaccio, Mark Ryan

### Process Improvement

Jim Hanson, Terry Stewart

### Public Finance

Ken Parker

### Recruitment

Pam Brangaccio, Mark Ryan,  
Terry Stewart

### Search Process and Approaches Advice

George Forbes,  
Ken Parker, Mark Ryan

### Strategic Planning

Ken Parker, Jim Hanson, Tom  
Harmer, Pam Brangaccio,  
Mark Ryan, Russ Blackburn

### Training

George Forbes