

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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Budgeting
Pam Brangaccio, George Forbes, Ken Parker, Mark Ryan

Capital Improvement Program Development
All

Charter Development and Review
George Brown, George Forbes, Ken Parker

Community Environment/Resilience
Pam Brangaccio

Community Redevelopment Agencies
Russ Blackburn, Pam Brangaccio, George Brown, George Forbes

Comprehensive Planning and Land Development Regulation
George Brown

Council Orientation
Russ Blackburn

Council Retreats
Pam Brangaccio, George Brown, Jim Hanson

Economic Development
Russ Blackburn, Tom Harmer, Mark Ryan, Terry Stewart

HR Management
George Brown, Terry Stewart

Infrastructure Development
Jim Hanson

Interview Skills
George Forbes, Terry Stewart

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

Managing for Outcomes and Results
Russ Blackburn, Jim Hanson

Mentoring for Manager and Staff
George Brown, Tom Harmer, Ken Parker, Mark Ryan, Terry Stewart

Organizational Development/Goal Setting
Russ Blackburn, George Brown, Tom Harmer

Organizational Structure
Pam Brangaccio, George Brown, George Forbes, Tom Harmer, 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 Brown, George Forbes, Ken Parker, Mark Ryan

Strategic Planning
Russ Blackburn, Pam Brangaccio, George Brown, Jim Hanson, Tom Harmer, Ken Parker, Mark Ryan

Training
George Forbes