

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

Russ Blackburn
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**Ken Parker, ICMA-CM
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Randy Reid
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Mark Ryan
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mkr24@icloud.com

Budgeting

George Forbes, Jim Hanson,
Ken Parker, Mark Ryan

Capital Improvement Program Development

Russ Blackburn, Jim Hanson,
Ed Lavallee, Mark Ryan

Charter Development and Review

George Brown, George Forbes,
Ed Lavallee, Randy Reid

Community Redevelopment Agencies

Russ Blackburn, George Brown,
George Forbes

Comprehensive Planning and Land Development Regulation

George Brown, Randy Reid

Council/Manager Relations

Randy Reid

Council Orientation

Russ Blackburn, Ed Lavallee,
Randy Reid

Council Retreats

George Brown, Jim Hanson,
Ed Lavallee, Randy Reid

Creating Ethical Cultures

Randy Reid

Dealing with Terminations and Transitions

Randy Reid

Economic Development

Russ Blackburn, Tom Harmer,
Mark Ryan

Finance and Taxation

George Brown, George Forbes

Infrastructure Development

Jim Hanson, Ed Lavallee

Interview Skills

Russ Blackburn, George
Forbes, Randy Reid

Leadership Training

Russ Blackburn, Tom Harmer,
George Forbes, Ken Parker,
Randy Reid, Mark Ryan

Managing for Outcomes and Results

Russ Blackburn, Jim Hanson,
Randy Reid

Mentoring for Manager and Staff

George Brown, Tom Harmer,
Ed Lavallee, Randy Reid,
Mark Ryan

Organizational Development/Goal Setting

Russ Blackburn, George
Brown, Tom Harmer

Organizational Structure

Russ Blackburn, George
Brown, George Forbes, Tom
Harmer, Ed Lavallee,
Mark Ryan

Professional Reputation Management

Randy Reid

Process Improvement

Jim Hanson

Public Finance

Ken Parker

Recruitment

Randy Reid, Mark Ryan

Referendums and Retention Campaigns

Randy Reid

Search Process and Approaches Advice

Russ Blackburn, George Brown,
George Forbes, Randy Reid,
Mark Ryan

Strategic Planning

Russ Blackburn, George Brown,
Jim Hanson, Tom Harmer,
Ed Lavallee, Ken Parker,
Mark Ryan

Training

George Forbes