

**ICMA**

*Leaders at the Core of Better Communities*

# **Notes for Beachcombers**

*A Survivor's Manual for Local  
Government Managers and Spouses*

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**TCMA  
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# WALKING THE BEACH

- ICMA referred to being “in Transition” as being “on the beach”
- “[NOTES FOR BEACHCOMBERS](#)” was first published in the early 1980’s.
- In Transition is a part of the world of City Managers. If you have not been fired, requested to resign or got out while before one of those happened, you are either lucky or early in your career.
- The impact is wide reaching
- How we respond will likely determine the trajectory of the entire rest of our career.



# In Transition assistance

- ICMA Dues are free for 3 years
- TCMA dues are free for 3 years
- Complimentary webinars
- Conference registration are waived
- Assistance with Job hunting and emotional support with through the Senior Advisor Program



# Professional Impacts

- Loss of Face
- Reduction of interactions with colleagues
- Impact on the resume
- Feeling “out of the loop”
- Feeling alone



# Personal Impacts



- Financial impacts
- What to do with your time
- Likelihood of requiring relocation
- Impacts of Owning Real Estate



# Family Impacts

- What about a spouse's job
- What about your children's school/friends
- Belt tightening issues that impact family

# Typical response to spending your time

- Job Hunting
- Consulting with other municipalities
- Teaching at a local college
- Special Project work with another community
- Working in the marketing arena with municipal vendors



# Daniel's Story, or: Becoming former Assistant Town Admin., Collierville

- The “Oh \$#!%” moment, a budget crunch, & doing the math
- A view from the home front – from 3 to 5
- Looking out the office window that Friday
- No time to waste!
- Start with the basics – call your friends & colleagues
- A moment of Divine Intervention
  - AKA what's also going on that same Friday
  - If one thing hadn't happened x1,000
- Where are you & what do you need?



# Jennifer Moody's story

- Tullahoma Tennessee
- Charter change - Elections
- Surviving the new majority
- In Transition may not be as bad as staying
- What is next?

# Pam's Story

- In Transition – 2 or 3 times.
- First time – I got lucky and found a job within 3 months
- Second time – not so good
- Third time wasn't really as much transition as a choice which my boss agreed with to start a consultant and data company for tourism activity, but Covid-19 killed that idea, so it ended up as in transition



# The Gypsy Trip

- My job search was narrow – Northern Colorado, Western Nebraska, and southwestern SD and East to Middle TN
- While I had a few bites, nothing was popping
- I could afford to live in a house or I could afford to travel – I chose travel.
- I put my belongings in a storage unit in May 2013 and traveled and hung out at places until I started in Sevierville in March 2014









































What else did I do?

I Mystery Shopped!

Kept my writing skills positive, my observation skills improved, and my Customer Service skills were honed



# USAid via ICMA to Tanzania



- ICMA reached out to Members who had a desire to perhaps do some consulting to the USAid program that was finishing up in Tanzania for the Tanzania Chamber of Commerce, Industry, & Agriculture.
- Paid for travel, meals, and stipend
- Was supposed to be for 8 weeks, early on was discussed to be extended to 12 weeks to include a Madagascar 3 week program
- March 11, 2020, this changed, and I only spent 3 weeks in the country.







Assisting with problem solving for members, 5 per member

Large Community of possible member

Positive Government Relations

- Solving problems facing business members

GOOD WERAGE  
- WAMI  
- IND.  
- AGTC.

RECOGNISED BY THE LAW

TO SOLVE CONFLICTS BETWEEN THE GOVERNMENT AND BUSINESS PEOPLE

Presence of possible members

Acceptance by govt

TO FACILITATE BANK LOANS

STRONG MEMBER BASE

Are ~~to be~~ linked fully by the government into ~~the~~ ~~sector~~.

ADVOCATING MEMBERS AND NON MEMBERS PROBLEMS

→ It succeeded in inviting members and non-members to attend its seminars.

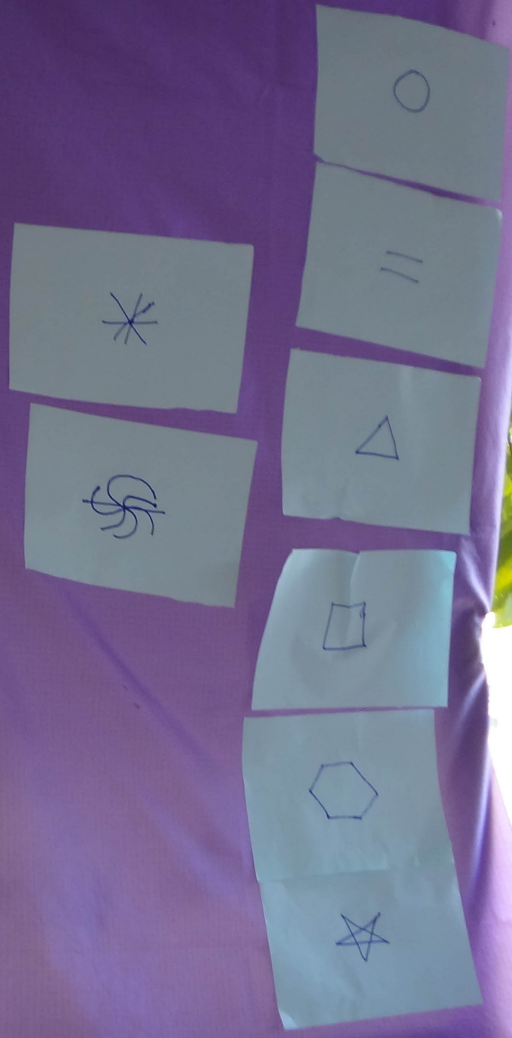
GOOD RELATIONS WITH GOVT.

- Joining More Members

LOBBING TO FINANCIAL INSTITUTION TO GIVE LOANS FOR WOMEN

→ It succeeded to influence people to join membership

→ It has succeeded to make strong dialogue ~~at home~~ with the government on how to improve policies in business environment.







Market the advantages of membership to members

→ Promoting Marketing System so as to build influence to others who are not members

Conduct Agric activities, train capacity building

Communicate Regularly with members

Raise more financial funds

Provide education and training to those who are not members

Communication & feedback

It should not only be for the members but also for the community

promote the agricultural sharing

Capacity building

Send more staff

It should not only be for the members but also for the community

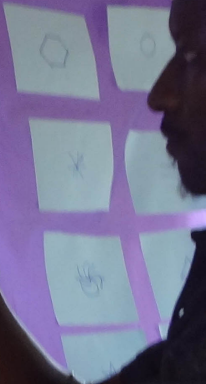
TECH FROM MPRESA MPRESA ARE U AND

It should promote good communication with its members and the government

It should not only be for the members but also for the community

To enhance the persons education and access to services (upside)

It should not only be for the members but also for the community



















MENGI

YMK GAR













# Tips and Tricks to “In Transition”

- Stay in touch with MTAS
- Stay in touch with TCMA
- Stay in touch with ICMA
- Don't feel ashamed
- Don't stay home



# Things to Remember!

- Not everything that happens to you is your fault
- Change is inevitable
- Things almost always work out for the best
- The good you left behind will be remembered
- This is what you do – not who you are!

*“Manage your city within the context of its long history, a knowledge of its future potential, and a realization that fifty years from now you will be either a very small, forgotten piece of that history or one of the reasons that the town is what it is in the year 2037”*

C.L. Overman





**QUESTIONS - COMMENTS**