



Florida Society CPMs (FSCPM)
Alumni Association

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www.fscpm.org/

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Florida Society of Certified Public Managers Quarterly

Volume 2, Issue 1

Focus—Believe—Act!!

February—March 2018

The President's Corner—by FSCPM President Ruthie Doles

Tis the season!! It's a time of hustle and bustle, giving and receiving, reflection and projection. The Florida Society of Certified Public Managers has been so fortunate to see the addition of two new chapters this year. I would like to officially congratulate Pensacola Bay and Gateway chapters and welcome them to the FSCPM family. We hope that your chapters are flourishing as you provide a mechanism for CPMs in your area to continue their journey of learning and networking. If you are interested in joining these or other chapters, please contact their Presidents, whose information is posted on the www.fscpm.org website. Membership is open to all CPM students and graduates.

As I look back on 2017, I feel a sense of sadness and regret at my inability to engage with our organization given my new career direction. FSCPM definitely took a back seat in my hectic life and I seriously considered whether I should relinquish my position as President. But CPM has long been passion of mine and I really do not want to give it up, as I've had to do with other volunteer positions that I held. While I know that I have not given as much as I would have liked this year, I will use the prospect of a new year to refocus and work with the Board to move our organization forward in 2018. I want to thank all the Board members for their patience and for continuing their dedicated work with our local chapters to keep CPMs connected to our mission of fostering the practice of public management and supporting the professional growth of our members.

The FSCPM board will soon be meeting to make plans for 2018. If you would like to be a part of our Board, please call or email me. I am excited about the chance to start fresh and would love to work with you!

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CPM Mission

To foster and maintain high professional and ethical standards in the practice of public management and to further the professional growth of the CPM members.

We Want You!!—by FSCPM

PRESIDENT-ELECT – Performs the duties of the President in his/her absence; ascends to the role of President at the end of his/her term or in the event the President is unable to complete the term.

TREASURER - Responsible for FSCPM monies and accounts; manages expenses and makes disbursements; prepares quarterly financial reports.

If you have the skills, abilities, and desire to play a role in the functioning of the state society in one of the above roles, please email Secretary, Dawn Scroggins at DScroggins@CA.CJIS20.ORG.

Getting Involved with CPM

Each chapter is always looking for CPMers that want to take on leadership roles in their local organization.

Please let us know if you have an interest in serving in any of these areas:

**Communication,
Fundraising, Community
Service, Program Planning,
Graduation & Membership**

NFCPM Chapter Update—by NFCPM President Shannel Franklin

As the North Florida Chapter ends the 2017 year and starts the 2018 year.... We are excited about the enhancements and changes that are currently underway. In 2017, we have had some phenomenal speakers and networking opportunities that have given us all the chance to build solid relationships within our chapter. We pride ourselves on the professional development of our members and this will continue to be the focus in 2018. In conclusion, I would like to highlight some of our 2017 accomplishments..... We have gained a great Vice-President Eryn Calabro; we contributed to a needy family that was more that grateful for our assistance, supported a local youth non-profit that has a focus on building leadership amongst our youth (High School High Tech) and finally we have pushed the limits in being innovative and enhancing our overall leadership practices amongst the chapters board members and membership! These things along show not only the leadership and compassion that we have for our chapter but also for the community in which we will continue to service.

Newsletter—By FSCPM President

We want to be able to produce an informational newsletter that updates our members on all the wonderful happenings across Florida in the world of CPM. We can't do that without your contribution as to your chapter's news. Please send updates to Shannel Franklin, NFCPM President, Shannel.Franklin@dot.state.fl.us. She and [Fred Wollet](#) need your input. If you are unable to send the update, please ask another member of your chapter boards. All updates are requested by this Friday, 1/12/18. Fred can do a quick turn-around on the newsletter, but must have your chapter's contribution. If anyone has anything educational they would like to contribute, you are welcome and encouraged to forward that to Shannel or Fred.

WANTED!
**VOLUNTEERS FOR
FSCPM BOARD
POSITIONS**



Keeping You Busy—NFCPM Communications

O H S X O Y B C C H I N E Z T R Y Z E J Y E M M B
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ACCOMPLISH	ACHIEVEMENT	AMBITION
ATTITUDE	BEAUTY	BEHAVIOR
BELIEFS	CHARACTER	CHARITY
COMMUNICATION	CONFIDENCE	COURAGE
CREATIVITY	EFFICIENCY	EFFORT
HAPPINESS	IDEALS	INSPIRATION
KINDNESS	LEADERSHIP	LOVE
OPPORTUNITY	POSITIVITY	STRENGTH
SUCCESS	SUPPORT	TRUTH
VISION		

"The best thing about the future is that it comes only one day at a time."
 Abraham Lincoln



How to Motivate Employees—CPMer Lorna Kibbey, Kibbey Leadership Solutions

In our CPM studies, we talk about motivation from many perspectives. One sure thing from our discussions, we agree that behavior is motivated by needs. Motivation comes from forces that are acting either on – or within a person to initiate behavior. Whatever we believe our needs to be at any point in time determines our behavior. When the need is great, so is our motivation for fulfilling the need.

Here's what we know to be true for most employees in the U.S.:
People want to be challenged – they want their work to be exciting – and meaningful.
Having an opportunity to contribute to the success of the organization and at the same time experience personal growth, is essential for keeping employees engaged.
Great working relationships with coworkers – and with the boss – play a key role in employee retention.
Expressing appreciation makes people feel they are valued, and when we feel valued we are motivated to contribute at a higher level.

So how can leaders motivate employees? **The truth is**, leaders cannot force anyone to do anything – real motivation has to come from within the person. What leaders can do is create an environment where every employee can experience self-motivation and shine! We know people need challenge, opportunity, good relationships, and appreciation. Here's a few things you can do to create the right environment.

- Utilize Strengths** - Help employees identify their unique strengths and allow them to perform tasks that utilize those strengths.
- Block Barriers** - Do all you can to allow employees to achieve internal satisfaction without creating barriers that take away their ability – and basic need – to be self-motivated.
- Ask for Input** - Employees want to be part of the solution, not part of the problem. Do not ignore problems.
- Set Clear Expectations** – Let employees know what must be accomplished, set benchmarks to track progress – then give employees the freedom to exceed expectations!
- Another truth:** the most powerful motivator of all is to simply care about the people you supervise. If you genuinely care and can let people see that you do, the rest is easy.

Suncoast CPM Chapter Update—by Suncoast CPM Pres Ronald Waters

The annual FSCPM Suncoast Chapter Symposium was held October 18, 2017. The Unlock Your Potential themed event was a success with four power speakers. Bob Henriquez, elected Hillsborough County Property Appraiser, started the day discussing leadership in the public sector. Linda Jimenez, Learning & Development Manager at TIA, engaged the attendees with hands on activities on the Power of Servant Leadership in a Public Work Environment. Richard Miranda, FSU CPM Adjunct Professor, Asked the question "Are You a Manager or a Leader?" and discussed the difference between the two. And Marty Rodriguez, Hillsborough County Tax Collector Office, shared photos and events in history touching on Leadership and Innovation. We completed the day on a high note as we presented a 2017 Outstanding Leadership Award to Laurie Dupuy, Office of Barbara Ford-Coates, Florida Tax Collector serving Sarasota County and the 2017 President's Award to Cindy Brislin, Hillsborough County Tax Collectors Office, for all her hard work with the Suncoast Chapter this past year. Our last chapter meeting was held on January 23rd in Bradenton. We are also planning the next refresher training in April on levels 5 and 6. We welcome our new Suncoast Chapter President, Renee Calo. She has been President Elect under Ron Waters and is excited to take the helm this year. Renee works for FDOT in Tampa as a Work Program Coordinator. She graduated CPM in 2014. Happy New Year!!!



Northwest CPM Chapter Update—by NWFCPM President Russel

The Northwest Florida Chapter is moving forward as we continue to rebuild in the panhandle. Membership is steadily growing, please come out and enjoy the company of other members as we work to build our membership rolls and fill board and committee positions. We have an enthusiastic and supportive group of CPMs eager to advocate chapter goals and we are looking forward to our chapter's future.

Time for Review

Looking for CPM class near you?

FLORIDA'S cpm program Learn More About Florida's CPM Program

FLORIDA'S CPM PROGRAM

Chapter Officers

Florida Society CPM Chapter President—Ruthie Doles President Elect—Vacant Secretary—Dawn Scroggins Treasurer—John Levitt Member at Large Communication—Shannel Franklin Community Service—Vacant Fundraising—Vacant Membership—Agatha Muse-Salters	North Florida CPM Chapter President—Shannel Franklin Vice President—Eryn Calabro Secretary—Becky Marsey Treasurer—Andrea Hodge Committee Chairs Communication—Fred Wollet Community Service—Vacant CPM Graduation—Vacant Fundraising—Vacant Membership—Agatha Muse-Salters Symposium—Rebecca Green	Northwest Florida CPM Chapter President—Russel Beaty Vice President—Crystal Sconiers Secretary—Michelle Huffman Treasurer—Andrew Hamilton Committee Chairs Communication—Vacant Community Service—Vacant CPM Graduation—Vacant Fundraising—Vacant	Suncoast CPM Chapter President—Ron Waters President Elect—Renee Calo Secretary—Vacant Treasurer—John Levitt Committee Chairs Awards—Cindy Brislin By Laws & Leg—Vacant Communication—Terry Jones Elections—Vacant Prof Dev—Linda Jimenez Member Affairs—Dawn Antinori	Southwest Florida CPM Chapter President—Len Price Vice President—Vacant Secretary—Robin McCarley Treasurer—Debbie Stanbro Committee Chairs By Laws & Leg—Sue Zimmerman Communication—Erin Velotti Prof Dev—Joanne Robertson Member Affairs—Sue Zimmerman
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"Following the rules of your industry will only get you so far." - Max McKeown, [The Strategy Book](#)