

# 2007 Annual Report of the North Carolina Society of Certified Public Managers Presented at the Annual Meeting



**December 14, 2007**

## **President's Report**

Peter M. Burke, CPM, CFSP Dept. of Medicine, Duke University Medical Center

I want to thank the 2007 North Carolina Society of Certified Public Managers Officers and Board for their dedication and commitment to service this year. 2007 has been an especially challenging year. Like most state employees, demands on your time and attention leave limited opportunity to participate in endeavors away from the office. Your Society is grateful, and I personally thank each of you for your efforts and dedication to the Society.

Board meetings were held this year at the Department of Correction, Division of Prisons office on Morgan St in Raleigh. Keeping with the bi-monthly schedule adopted several years ago, meetings convened in January, March, May, July, September and November. Thank you to David Osborne and DOC for the use of the conference room! Board Chair Dan Thomas maintained the flow of the meetings, devising agendas that kept the Board focused. Secretary Amy Sawyer did a fine job recording minutes and keeping track of discussions and action items for members of the Society.

The NCSCPM Strategic Plan was reviewed and approved for 2007 on March 30.

The Ethical Practices Committee received no reports of ethic violations and no investigations were required.

Our Spring Workshop, held on May 16 at Yates Mill Park was another success. Several members of the NC Society made the trek to Madison, WI in September to attend the 19<sup>th</sup> Annual Professional Development Conference of the American Academy of Certified Public Managers. Past President Sarah Smith was honored as a nominee for the prestigious Henning Award. Pete Burke, Beverly Hall and Anita McNeil also represented the NC Society in the House of Delegates meeting held in Madison on September 12. An excellent meeting

where the benefits of parliamentary procedure were seen first-hand, the election for positions of national office was nullified and a second nomination and election procedure took place. As a result, NC alum Steve Mastro was voted to the position of President-Elect of the American Academy. Congratulations Steve!

We also must offer heartfelt congratulations and gratitude to Robin Haden Rademacher. Robin stepped up as a board member to assume the role of webmaster for the Society. Wedding bells chimed for Robin this year, but sadly (for NCSCPM) this also meant relocation to Illinois. We thank you and wish you the best!

### **Chairman of the Board**

Dan Thomas – NCDOT – Transportation Planning Branch

The NSCPM Board met from 10:00 – 11:30 am at the Division of Prisons Headquarters, first floor conference room at 831 West Morgan Street in Raleigh, North Carolina.

The Board met:

January 11, 2007

February 9, 2007 (Strategic Planning Meeting)

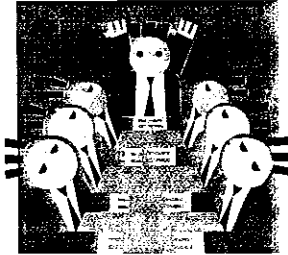
March 9, 2007

May 11, 2007

July 13, 2007

September 14, 2007

December 14, 2007 (Annual Meeting will be held at the Division of Prisons Headquarters on West Morgan Street)



Meeting minutes can be found at the NCSCPM website, [WWW.NCSCPM.ORG](http://WWW.NCSCPM.ORG) under the *Archives* tab. The 2007 annual report will be posted after presentation at the annual meeting.

### **Program Committee**

David Osborne, CPM Department of Correction, Division of Prisons

On May 16, 2007, the North Carolina Society of Certified Public Managers presented our spring workshop entitled “**The Workforce of the Future**”. A total of 50 members attended the workshop held at historic Yates Mill Park in Wake County, North Carolina.

Gwen Norville, Assistant Director with the Office of Staff Development and Training for the Department of Correction presented a session on **The Multi-Generational Workforce**. The focus of this session discussed the fact that there are four different generations of employees in the work-force today. Each of these groups differs in their attitude, expectations and values about work and the workplace. Challenges of an increasingly older labor pool will have a profound impact on organizations' strategies for securing and developing talent in the

coming decade. As the labor pool ages, organizations need to embrace human resource management practices that support a truly multi-generational workforce.

Gerry Fisher, Managing Partner of the Accountability Group of the Office of State Personnel, and Nancy Astrike, a Human Resource (HR) Partner with the Office of State Personnel presented a session on **Workplace Diversity**. The focus of this session challenged members to understand that as Public Managers, we are charged with taking steps to foster a diverse workforce; with promoting and ensuring equal opportunity for all employees and candidates for employment; and with developing affirmative employment goals and objectives. Through effective diversity management, we can maximize our organizational potential. Managing diversity means promoting inclusion, creating an environment where all differences are valued, and in which each employee can develop to her or his full potential.



Our Fall Workshop was held on Friday, November 16, 2007 at the McKimmon Conference and Training Center at NC State University, in conjunction with the The General Hugh Shelton Leadership Initiative. Society members were allowed to receive registration at a substantially reduced price. The Sixth Annual Shelton Forum, "**Shaping the Game: The Power of TEAM Leadership**," featured speakers including General Hugh Shelton, Howard Putnam, Former CEO of Southwest Airlines, Courtney Lynch, Founder of Lead Star and co-author of *Leading from the Front*, & James Speed, CEO of NC Mutual Life Insurance Co.

The Shelton Leadership Forum is an annual seminar series that focuses attention on the importance of leadership development. Session topics included *Shaping the Game: The Power of TEAM Leadership*, *Preparing Teams for Global Success*, *Inclusive Leadership: Creating A Shared Responsibility For Leading*, *Six Learning Challenges for Transformational Leaders*. The keynote address *Developing Team Leadership Throughout the Organization*, was delivered by Howard Putnam, Former CEO of Southwest Airlines and author of "The Winds of Turbulence".

A total of four Society members attended this leadership initiative and indicated the quality of the various sessions was well worth the expenditures.

**Membership Committee**

Chair: Kim Lash Gillespie

Members: Beverly Hall, Pete Burke, Suzanne Beasley, Tami Hinton, Debra Underwood

**Membership Data**

2007 Total Membership	118
2007 Total Paid Membership	67
2007 Honorary Members	3

**2008 Membership Campaign**

The 2008 Membership Campaign kicked off in October 2007 at the annual meeting and fall workshop. Membership renewal materials included the 2007 application and a cover letter. All materials were mailed electronically to make the process more convenient for our members. A copy of the 2008 application is also posted on the NCSCPM website.

**Outreach to Graduating PMP students**

Efforts were made to reach out to PMP students by focusing recruiting efforts on the 2007 PMP graduates. Board members were present at the October PMP Graduation to answer any questions about our society and distribute membership forms. They are hopeful many of the new graduates will join the society. Presentations were made earlier in the year to the 2007 PMP students to recruit more members. Each presentation provided an overview of the Society and information on CPM workshops, along with food for the students. More presentations will probably be performed during this coming year.



**Financial Report**

Treasurer, Tina Pickett, MBA, CPM



The Board of Directors approved a budget of \$5,740.00 for FY 2007 (a \$1,375.00 decrease from the FY 2006 budget). The board voted to allow

for line item changes within the budget without board approval for each incident, provided the overall budget remained at the level approved.

The following page shows a comparison of the 2007 Budgeted amount versus the Actual 2007 Income and Expenses for the period of January 1, 2007 through November 30, 2007. The actual income through November 30, 2007 was \$4,825.34. The expenditures totaled \$2,800.06 through the same period. It is anticipated, based upon the budgeted amount, income and expenses, the North Carolina Society of Certified Public Managers will be well under budget for the 2007 calendar year.

As of November 30, 2007 the bank account balances totaled \$23,690.00 (an increase of \$3,195 compared to the balance at October 31, 2006). The individual account balances are as follows: Checking - \$9,898.54, Shares \$29.85; and Money Market \$13,761.98.

The office of Treasurer will change hands effective January 1, 2008. The annual audit is in the process of being scheduled to be conducted prior to that time.

### **Nominations and Elections**

Chair: Beverly Hall, DENR- Radiation Protection, Past President

Members: Tami Hinton, Office of the Commissioner of Banks, Amy Sawyer, DENR Radiation Protection

The immediate past president is responsible for chairing the Nominations and Elections Committee. The members of the committee are past presidents and/or fellows who are still active in the Society. This committee recruits active fellows who wish to serve the Society, conducts the elections, and announces the results.

The Committee presented a 2008 slate of officer and board member candidates. Ballots were emailed to 67 active fellows; 23 ballots were received. The following candidates were elected unanimously by the membership:

President-Elect: Sarah Smith

Treasurer: Dan Thomas

Board Members: Terry Bell, Tina Pickett, Jenny Rollins

Returning board members in 2008 include the following:

President: David Osborne

Past-President: Pete Burke

Secretary: Amy Sawyer

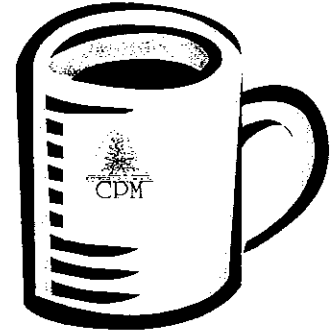
Board Members: Kim Gillespie, Anita McNeill

I would like to thank Tami and Amy for their assistance on this committee.

**Ways and Means**

Chair: Dan Thomas – NCDOT – Transportation Planning Branch

There has not been much activity with the Ways and Means committee this year. No additional items have been purchased. In addition to items being available on the NCSCPM website, [www.NCSCPM.ORG](http://www.NCSCPM.ORG), items were also made available at the mid-year workshop and the CPM graduation in October.



**Margaret J. Bailey Public Manager Award Committee**

Chair: Pete Burke, Duke University Medical Center

Member: Tami Hinton, Office of the Commissioner of Banks

The North Carolina Society of Certified Public Managers established the Margaret J. Bailey Public Manager Award to recognize those who serve the state by ascribing to high moral and professional standards. Its purpose is to recognize and express appreciation for outstanding achievements in relation to the goals and tenets of the Society.



This award represents the highest honor the Society bestows. An "empowered" committee is appointed by the President and approved by the Board of Directors. The award committee receives all nominations, reviews them, and submits its recommendation for the award to the full Board. The award is presented at the Annual Meeting.

In 2007, one nomination was received. Beverly Hall, current Past President is the recipient. Congratulations Beverly!!

## **2007 ASKEW Award Winner**

The American Academy of Certified Public Managers and the North Carolina Society present an annual award to a member of the graduating class who has completed an outstanding final project. The project utilizes public management knowledge, skills and tools which positively impacts service quality and efficiency, benefiting the agency and ultimately all of state government.

The North Carolina Askew Award winner will be recognized at the Academy's 2008 annual meeting in Columbus, Ohio. This year's winner – from the **Department of Commerce** for the project "*MIS Customer Relations Improvement Project*" – is **Michael King**.

Michael's name will be engraved on the NC award winners' plaque at the PDC, and he will receive a medallion at the Academy's annual meeting.