



The Grapevine

www.doa.state.la.us/cptp/lscpm/index.html

July, 2000

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President's Message

Well, there's good news and bad news.... which do you want to hear first? I was reminded of that old saying the past few weeks. A large contingent of Society members and CPTP staff attended an excellent and inspiring AACPM Annual Conference the last week in May. However, since returning, the Society Board has been wrestling with what to do about our Annual Conference in light of the budget situation facing many agencies. Well, life would be boring if it didn't have challenges!

After considering a number of options, the Board has decided to go forward with a revised 2000 LSCPM Conference. The Conference will still be held at the Radisson in Baton Rouge, but will be cut to one day, October 25th. The theme will be "Managing in a Changing World." The Conference Committee, with the help of our consultant, has identified some excellent speakers and some topics that are a bit different from what you may have heard before. Registration packets will be mailed in August. I hope each of you will be able to attend and will encourage others in your agency to do so.

The Conference will also include our annual awards luncheon, so it's time for nominations for awards. Members are encouraged to submit nominees for CPM of the Year, CST of the Year, the Presidential Citation, and the Certificate of Merit. The criteria for the awards and nominations

forms are available at the Society web site. If you don't have web access, call me at (225) 922-2611. Nominations may be sent to the Society post office box, to the attention of the Awards Committee.

One of the most thought-provoking sessions at the AACPM Conference dealt with the fact that so many managers, especially in the public sector, are nearing retirement and that most agencies have not effectively recruited, trained, and "groomed" individuals to fill this gap. This issue impacts us as a Society as well. It will soon be time to propose new nominees for the Board. I encourage those of you have not served to consider running for an office. The official call for nominations will be in the next newsletter. In the meantime, if you're interested or would like more information please contact Nominating Committee Chair Jodi Miller at (225) 765-0544.

You will also find in this issue information on our quarterly luncheon meeting, which is coming up in August. All in all, with the luncheon, the Conference, awards, nominations, and the changes in the CPTP program (discussed elsewhere in this issue) it is shaping up to be a busy and exciting second half of the year. Please feel free to call me if you have questions about any of these activities or any Society business.

Hugh Eley, CPM

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The Grapevine

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CPTP ADMINISTRATOR'S REPORT

As most of you are aware, the instructors for our management development program are staff from LSU's Public Management Program. Effective July 1, 2000, those instructors are now assigned to LSU's School of Human Resource Education and Workforce Development. This staff reorganization should be an extremely positive long-term change because the School of Human Resource Education and Workforce Development has a unique mission to improve individual and organizational job performance. Dr. Joyce Loudon remains as Public Management Program director. Drs. Ed Holton and Sharon Naquin have replaced Dr. Jim Richardson as the primary contact between CPTP and LSU.

Ed and Sharon will be joining the CPM Society and participating in Society activities. I look forward to having an opportunity to introduce them to the Society.

During July, August, and September, there will be no "open" classes scheduled because the CST curriculum is being revised. In August, staff from the School of Human Resource Education and Workforce Development will be conducting focus groups to get feedback on new classes CPTP will be offering after October 1.

The CST project deadline for this year has been extended to August 1. The Level VI simulation will be conducted August 22-24 in Baton Rouge. Give me a call if you would like further information about these dates.

Sam Breen

Membership Report

"If you don't give people information, they'll make up something to fill the void." Carla O'Dell, President O'Dell & Associates

Well, you don't have to make it up! Here's the real information on membership 2000. We now have 95 paid members to usher in the new millennium. On behalf of the LSCPM board, I'd like to say thank you for the prompt response to our recent membership dues reminder.

As we all know, a professional organization is only as strong as its participating members. Your involvement is critical and your continued support is invaluable. We hope to see you all at the next meeting and the fall conference.

Tinka McFarland, CPM

Program Committee Report

Our May luncheon meeting was a "Bring a Guest to Lunch" meeting attended by 35 members and guests at Juban's Restaurant in Baton Rouge. Everyone enjoyed a delicious meal in a pleasant atmosphere. Mr. Jerry Guillot, Chief of Staff of the LA Senate was our guest speaker. Mr. Guillot gave us an update on the Special Legislative Session and an idea of what was upcoming for the Regular Legislative Session. Mr. Guillot was able to give us a first-hand view on the happenings of the legislature that now affect our jobs as managers within state government, i.e., the spending/hiring freeze and potential layoffs.

Our next luncheon meeting will be held on August 23 at the Ralph and Kacoo's on Bluebonnet in Baton Rouge. Richard Stalder, Secretary of the Department of Corrections will be the speaker.

Beth Roberts, P.E., CPM

AACPM@Amazon.com

That's **not** a real email address, but there is a connection between AACPM and online retailer Amazon.com. If you visit the AACPM website at www.cpmacademy.org, you'll find a link to Amazon.com. If you order items by going through this link, AACPM gets a share of the proceeds. So if you're an online shopper, remember you can help the Academy while you shop!

Member Profiles

Sandra Norman

Sandra Norman is the Administrative Manager for the Tumor Registry, Trauma Registry, and Director of the Research Section of Medical Record Services for the Medical Center of Louisiana/Charity Hospital. Mrs. Norman has a Masters in Health Services Administration from the college of St. Francis.

She started her career with state government as a student in radiology in 1968. In her first ten years she advanced from technician to section supervisor. Next Sandra helped start the school of ultrasound for diagnostic ultrasound. Along the way she became certified in abdominal and OB/GYN ultrasound. She was the Chief Technician for five years. Sandra next became a Hospital Administrative Officer for the pediatrics section. From there she operated the Business office for the Division of Nursing and then became the Hospital Purchasing Director.

Sandra completed her CPM in the mid-80's and credits it and her masters degree with aiding in her advancement in the medical field. The techniques she learned in the CPTP program helped her become a better manager.

Sandra was married 30 years this 4th of July. When not managing Charity Hospital, she enjoys reading and taking courses in "Outdoors Woman" offered by the state Department of Wildlife and Fisheries. Upon retirement she also hopes to have time to travel by motorcycle.

Theresa Ann Gresham

Ann Gresham is a 1996 graduate of the CPM program and a 1994 recipient of the Dunbar Career Service Award. She currently works as the Health Services Director for the Pinecrest Developmental Center; a residential facility for persons with retardation and developmental disabilities. Pinecrest is located in Pineville, Louisiana. She has been with Pinecrest for the last ten years and has been with the state for a total of 29 years. Mrs. Gresham credits her CPM training with giving her a framework for the work she does coordinating Pinecrest programs with the U.S. Department of Justice expectations in planning, developing and implementing facility changes and projects, and in managing the work of a diverse array of staff members.

Ann holds a Bachelors degree in psychology and a Masters degree in counseling. She is a Licensed Professional Counselor. She is married and has "adopted" numerous children in her neighborhood. When not at work or working with children she enjoys gardening, reading, sewing, cooking and traveling with her husband Gary.

Joe Wills, CPM

AACPM Conference May 30 - June 3, 2000

The American Academy of CPM's held its 12th Annual Professional Development Symposium, "a Celebration of Time and Place" in St. Pete Beach, Florida. Louisiana and the Society were well represented. Tom Patterson, President-Elect of the AACPM, was Co-Chair of the Conference. Hugh Eley, Sally Gilbert, and Diana Schouest represented the Society in the House of Delegates. Tinka McFarland, Judy Cain, Karen Puckett, Denny Silvio, Joyce Louden, Shirley White, and Judy Redman also attended from Louisiana.

In the slightly biased opinion of the Louisiana attendees, the entertainment did not compare to last year's Cajun Feast and Mardi Gras, but the beach was great and the conference program was excellent. There were an exceptional number of outstanding general session speakers as well as several good workshops. Lynda Keever, publisher of the regional business magazine *Florida Trend*, delivered the keynote address on the "Importance of Publicly Recognizing Excellence & Achievement in Government." Other outstanding general session speakers included James Towey, former legal counsel to Mother Teresa and founder of Aging with Dignity, Teri Robertson, Director of Training for Seaworld, General Robert Milligan, Comptroller of Florida, and Dr. Sally Karioth, who among other things is a grief therapist, professor of nursing, and motivational speaker.

Session topics included issues such as "Integrity in Government", "Leaders Need Followers", and "Operating a Government Agency Like a Business." Several sessions varied from the typical management staples. James Towey talked about his initiative with Florida state government to promote "Five Wishes at Work", a program that helps employees and their families plan for aging or serious illness. Dr. Karioth wrapped up the conference with the theme "Enjoy Life: This Is Not A Dress Rehearsal." She had the audience laughing, crying, and thinking seriously about our priorities in life...all at the same time.

There were also a number of excellent workshops on subjects such as motivation, customer service, strategic planning, re-engineering, and leadership. The most popular workshop seemed to be "Humor in the Workplace", although the speakers in the room next door trying to talk over the laughter may not have thought so. One of the most eye-opening workshops was called "Growing our Own: Succession Planning in the Public Sector." This session pointed out the large percentage of public sector managers who are due to retire in the not so distant future. It raised the issue of whether managers are doing enough to prepare effective leaders to take their place.

The Society Board plans to try to bring some of the more interesting speakers to Louisiana for future state conferences. We also encourage you to plan to attend one of the future AACPM conferences. The 2001 Conference is set for the first week in June in Scottsdale, Arizona.

Hugh Eley, CPM



*Hugh Eley, Louisiana's Henning nominee,
and Diana Schouest, last year's recipient*



*Henning Award nominees and winner,
Larry Totten, Kentucky, Haywood Poole, North Carolina,
Henning Trophy Recipient, Ronald Buchholz, Wisconsin,
Hugh Eley, Louisiana, Becky Baum, Mississippi, Theresa Woods, Florida,
not pictured, David Brown, Oklahoma*



August Luncheon Meeting

Ralph & Kacoo's Restaurant
Bluebonnet Blvd. Near I-10

When: Wednesday, August 23, 2000 (11:15 – 11:30 Registration)
(11:30 – 1:00 Program)

Cost: \$16.00 per person

Speaker: Richard Stalder, Secretary of the Department of Corrections

Mail reservation to: LSCPM, Attention: Judy Martin
PO Box 44021
Baton Rouge, LA 70804

Menu will be: Hushuppies, sensation salad, iced tea or coffee, and choice of

Shrimp Special (Popcorn shrimp and shrimp stew combination. Served with french fries)

Grilled Chicken Breast (A charbroiled seven-ounce chicken breast smothered with grilled onions, mushrooms and tomatoes. Topped with brown meuniere butter sauce and served with vegetable du jour.)

Tilapia Atchafalaya (Tilapia fillet grilled and topped with crawfish etouffee. Served with braised potatoes and vegetable du jour.)

Name: _____

Agency: _____

Address: _____

Phone: _____

e-mail: _____

LSCPM Calendar

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| August 15 4:00 pm | LSCPM Board Meeting DOTD – Materials and Testing Section 5080 Florida Blvd. Baton Rouge |
| August 23 11:15 am | Luncheon Ralph and Kacoo's on Bluebonnet |
| September 19 4:00 pm | LSCPM Board Meeting |
| October 25 | LSCPM State Conference Baton Rouge |