

## CSMFO Chapters

### – CSMFO Coaching Program Networking Event – *draft*

- 1. Description:** The CSMFO Coaching networking event is hosted by a CSMFO Chapter and provides a social and educational experience for aspiring as well as senior managers. Volunteer CSMFO Coaches in or available to the Chapter will help guide the event.
- 2. Goals for the Event:** To provide an opportunity for up and comers who have the potential to become leaders in local agency financial management to meet and interact with senior finance professionals and learn about helpful resources.
  - To provide helpful career information and advice to aspiring managers
  - To provide a broader network for aspiring managers
  - To create an opportunity for senior managers to share their experience and wisdom with the next generation
  - To encourage participation in the CSMFO Coaching Program and use of other career development resources.
- 3. Suggested Participants:** Each Finance Director in the Chapter invites an aspiring manager from his/her organization to the event. Recognizing that the next generation will include increasing numbers of women and people of color, Finance Directors should consider inviting aspiring managers from diverse backgrounds.
- 4. Sample Format:** You can tailor the following to fit your local situation.
  - a. **Informal Socializing:** At the beginning of the event, people will mingle and socialize. The senior managers will introduce their guests to other managers.
  - b. **Welcome and Overview:** The Chapter Chair (or the chairperson for the event) will formally welcome everyone and provide an overview for the event. He/she then asks each Finance Director to match up with an aspiring manager from a different agency.

During the overview, the Chapter Chair or event chairperson can provide a context for the conversations by noting the following:

    - The Baby Boomers (currently 40-58 years old) represent a “pig in the python,” i.e. a large demographic group that has had dramatic impacts on society at each stage of its lifespan and is now nearing retirement age.
    - There is a significant **replacement gap** since Generation X includes approximately 20mm fewer people than the Baby Boom generation.
    - This replacement gap will definitely hit local government. In 1971, 8% of local government managers were over 50. In 2000, this group had grown to 43%. To complicate matters, retirement terms accelerate turnover. All of this creates opportunities for up and comers.
  - c. **Conversations:** The discussion between the Finance Director and aspiring manager is **informal**.
    - In pairs, the two participants will introduce themselves. The Finance Director will discuss his/her career path, share family or personal information, and identify a significant person or experience that proved critical in his or her development.
    - The aspiring manager will describe his/her career path to date, share family or personal information, and discuss aspirations and goals. The up and comer will then ask for suggestions, advice or resources given his/her career goals.
    - If the Chapter usually meets over lunch, these conversations can be done during lunch.
- 5. Wrap-Up:** The Chapter Chair or event chairperson calls the group back together. He/she asks for several aspiring managers to share a summary of their conversations. He/she then wraps up the meeting by sharing some resources (see attached) and asking for feedback and suggestions to support aspiring managers.

# 10 Ways to Continue Your Career Development

1. Write or email Finance Directors whom you meet at Chapter events and maintain contact for future advice.
2. Join CSMFO and attend future Chapter meetings to build your network.
3. Participate in the CSMFO Coaching Program telephone panel discussions [see brochure or [www.csmfo.org/coaching](http://www.csmfo.org/coaching) for schedule and past recordings].
4. Track your career development with the "Financial Management Skills Inventory" [see [www.csmfo.org/coaching](http://www.csmfo.org/coaching) under "Coaching Resources"]
5. Receive a personalized Management Style Profile Report [see [www.csmfo.org/coaching](http://www.csmfo.org/coaching) under "Coaching Resources"]
6. Contact a volunteer CSMFO Coach to help support your career on a one-to-one basis. [see [www.csmfo.org/coaching](http://www.csmfo.org/coaching) under "Coaches Gallery"]
7. Participate in key training opportunities. These include programs tailored to specific interests and expertise, such as Basic Government Accounting, Intermediate Government Accounting, the advanced Weekend Training program, and Fiscal Sustainability.
8. Plan to Attend the CSMFO Annual Seminar. It's a great way to gain valuable information and expand your network throughout California.
9. Subscribe to the CSMFO email listserv to keep up to date on latest developments, exchange information, and learn about more career development opportunities. [see [www.csmfo.org/lists/](http://www.csmfo.org/lists/)]
10. Volunteer on a CSMFO Committee. Work with other finance professionals and deepen your network by demonstrating your talents and commitment to the profession. You can participate in Budget and CAFR reviews, develop Annual Seminar programs, implement training programs, address key legislative or regulatory issues, or help keep up on the latest technologies for local agencies.