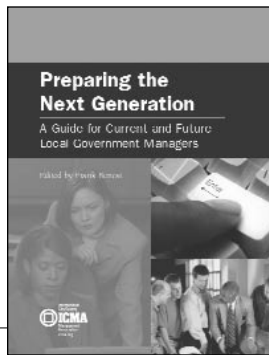


Announcing...

# Preparing the Next Generation

A Guide for Current and Future Local Government Managers

Edited by Frank Benest



Local government management is in the midst of a quiet crisis. Today's managers are nearing retirement, and fewer young professionals are in line and prepared to fill their shoes. Attracting and retaining qualified young and mid-career professionals is further complicated by today's political culture, which teaches young people that government service is bureaucratic, second-rate work. As a result, many potential candidates overlook the deep satisfaction that comes from leading a local government through times of innovation and change. At the same time, few public managers consider that they are also responsible for the critical job of developing young and mid-career talent.

*Preparing the Next Generation—A Guide for Current and Future Local Government Managers* was developed to inspire young and mid-career professionals and to help the senior public manager prepare, develop, and motivate the next generation. The guide compiles information and data obtained from interviews, survey research, and best practices identified by a working group from the City Managers Department of the League of California Cities and others through a partnership with the California City Management Foundation and the International City/County Management Association (ICMA).

This invaluable resource highlights the personal views and experiences of a select group of city and county administrators who believe it is their responsibility to mentor and support aspiring managers. The guide conveys

- The exciting essence of public service—what it means to work in local government
- The rewards of performing the top job in a local government organization
- The role of elected officials in attracting new talent to local government
- Perspectives of executive recruiters who evaluate up-and-comers
- Strategies for assistants who want to develop powerful partnerships with their managers
- Self-development strategies for aspiring managers
- Best practices for senior managers in preparing the next generation.

*Preparing the Next Generation* provides the language—in the form of first-hand accounts from seasoned professionals—that managers can use to attract and retain gifted and talented young adults and qualified individuals from other fields to careers in local government management.

To download a complimentary copy of *Preparing the Next Generation—A Guide for Current and Future Local Government Managers*, visit <http://jobs.icma.org> and click on *Preparing the Next Generation* under the “Resources” menu bar. Or go to [icma.org](http://icma.org) and click on “JobCenter” under the “Programs and Information” menu bar.

Don't wait until *your* local government organization faces the “quiet crisis.” Do your part now to develop the new talent local governments will need to continue to grow and to provide uninterrupted, essential services to all of us.

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Municipal Management Association of Southern California (MMASC),  
Municipal Management Association of Northern California (MMANC)  
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Fremont, California  
Long Beach, California  
Naperville, Illinois  
Palo Alto, California  
Plano, Texas  
San José, California  
Santa Ana, California  
Santa Clarita, California  
Sarasota County, Florida

### Appendix B: Resources

2002. 72 pages. E-document (E-43132); complimentary.