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Education Center

▶ Education Center Overview

▼ Ready to Register:

- Legislative Exchange Regionals
- Leadership Development Program
- County Management Institute
- North & East Texas County Judges & Commissioners Association & Conference
- County Investment Officer, Level II
- Pre-Legislative Conference

▶ Education Calendar

▶ Event Presentation Materials

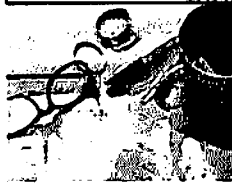
▶ Judicial Education Center

▶ CIO Certification Section

▶ Leadership Program

▶ Education Requirements

▶ Other Related Education Sites



EDUCATION CENTER

2012 County Management Institute

[Go to events calendar](#)

[Register](#)

May 2-4, 2012

Sheraton Austin Hotel at the Capitol

701 East 11th Street
Austin, TX
(512) 478-1111

Overview

The 2012 County Management Institute features outstanding presenters speaking on timely topics to equip county officials, managers and employees with essential management skills to meet the changes and significant challenges facing county government. The conference focuses on improving communication, customer service and leadership skills.

Beyond the general sessions, choose from the following tracks:

- Human Resources;
- County Engineers and Road Administrators;
- Risk Management; and
- General Management.



Learning Outcomes

Attendees of the conference will be able to:

- Set, track and measure personal and professional goals and success;
- Leverage strengths to influence others to action;
- Resolve common safety risks using cost-saving solutions;
- Identify who is and is not considered an independent contractor;
- Use safeguards to better protect their county's data; and
- Reduce and prevent the most common causes of county losses;

Who Should Attend

- Elected and appointed officials;
- Chief deputies, jail administrators and supervisors;
- Department heads and employees with management duties;
- Risk managers, loss control coordinators and committee members;
- Personnel directors, human resource officers and employee benefits administrators;
- County engineers and road administrators;
- Those needing Human Resource Certification Institute (PHR and SPHR) hours; and
- County law enforcement personnel.

Sponsorship Information

Date	Location
May 2-4, 2012	<u>Sheraton Austin Hotel at the Capitol, Austin</u>


Registration Information - [Sign up today and register online!](#) 

Hotel Information - [View hotel information for this event.](#) 

Scheduled Activities - [Interested in the schedule of activities?](#) 

Agenda - [View the agenda for this event.](#) 

Continuing Education - [Review the continuing education credits for this event.](#) 

Cancellation Policy - [Already registered and need to cancel?](#) 

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2012 County Management Institute

May 2-4, 2012

Sheraton Austin Hotel at the Capitol

701 East 11th Street
Austin, TX
(512) 478-1111

Agenda

Wednesday, May 2

9-5 p.m.

Ballroom Prefunction Area

Registration Open

10:00-11 a.m.

Capitol Ballroom A-D

Texas Association of Counties Human Resources Round Table Discussion

Opening General Sessions

Capitol Ballroom A-D

1-1:15 p.m.

Welcome and National Anthem

Safety Awards

Coordinated by Mr. David Bondor

Presented by Mr. Ernesto Galindo

1:15-1:45 p.m.

Leading Through Influence: Success Strategies That Get Results

Ms. Anne Pritchard Grady, Acclivity Performance

The greatest difference between leadership and management is that while management is denoted by title, leadership is an art and may be demonstrated at any level in the organization. The difference between successful people and *REALLY* successful people is the ability to influence others to action.

1:45-3:10 p.m.

While there's no magic formula for success, there are tools, skills and strategies that can take your personal and professional performance to the next level. Get ready for a fun, engaging and relevant discussion that will provide you the tools to help you improve productivity, personal leadership, and communication. You will learn how to influence others to action, regain control and focus, stay motivated and energized, focus on high payoff activities, maximize communication styles and set, track and measure goals and success.

3:10-3:30 p.m.

Break

Character-Driven Success

Ms. Beverly Chiodo, Ph.D., McCoy Collegel of Business Administration

The purpose of Dr. Chiodo's presentation is to enlarge your understanding of what makes communication powerful and effective. Dr. Beverly Chiodo will challenge you with a new perspective on how to motivate others to excellence.

3:30-5 p.m.

Welcome Reception

Sponsored by JI Specialty Services

Network with your county friends and meet new ones over hors d'oeuvres and drinks in the Creekside Ballroom.

5-7 p.m.

Creekside I and II, Second Floor

Thursday, May 3

7:30-8:30 a.m.

Ballroom Prefunction Area

Morning Coffee

8-11 a.m.

Capitol Ballroom H

Health Fair

7:30-5 p.m.

Registration Desk Open

8:30-10 a.m.

Concurrent Breakout Sessions**General Management**
*Capitol Ballroom A-D***County Best Practices: Bright Ideas You Can Use***Panel Moderator: Mr. Mark Warren, Texas Association of Counties*
2012 County Best Practices Award Winners share their winning best practices.**Human Resources Management**
*Capitol View Terrace***ADAAA and Reasonable Accommodations***Mr. Rodney Klein, Equal Employment Opportunity Commission*
The new regulations for the ADA Amendments Act of 2008 were recently approved and they may surprise you. The new regulations are not only a change in the way the EEOC and employers analytically look at impairments, it is also conceptual change in the way we view disabilities under the ADA. Also, we will discuss reasonable accommodations under the ADA, the interactive process, and hot topics such as leave as a reasonable accommodation.**Risk Management**
*Capitol View Terrace South***Innovative Solutions to Common Problems***Mr. Larry Boccaccio, Risk Control Consultant, Texas Association of Counties*
Mr. David Bondor, Risk Control Representative, Texas Association of Counties
Explore practical and inexpensive solutions to common safety problems such as slips and falls, ergonomics, and back injury.

10-10:30 a.m.

Break

10:30-12 p.m.

Concurrent Breakout Sessions**General Management**
*Capitol Ballroom A-D***Crack the Code: Life-Changing Strategies for Effective Time Management***Mr. Joe Serio*
This program shows how most tasks, goals, and ambitions in life are attained by understanding a universal pattern. The Code applies to managing time, organizing your workspace, communicating effectively, developing strong relationships, learning foreign languages, learning to play music, getting better grades in school, and countless other activities.**Human Resources Management**
*Capitol View Terrace North***Plan Prevent and Protect***Mr. Brian Farrington, Attorney, Wise, Broad & Associates*
Plan Prevent and Protect is a new Department of Labor initiative. Learn more about this initiative and what it means for your county.**Risk Management**
*Capitol View Terrace South***Lessons Learned: Responding to Disaster***Mr. Michael C. Fisher, Emergency Management Coordinator, Bastrop County*
Hon. Ronnie McDonald, County Judge, Bastrop County
Learn about Bastrop County's response to last year's wildfires. What should your county have in place to be prepared for an emergency? What would Bastrop County do differently if they had to do it all over again?

12-1:30 p.m.

Lunch (on your own)

1:30-3 p.m.

Mini-General Sessions*Capitol Ballroom A-D***We've Got to Stop Meeting Like This!***Mr. Steve Beebe, Ph.D., Associate Dean of the College of Fine Arts and Communication, Texas State University**Capitol View Terrace North***Job Descriptions: Your First Line of Defense***Sheila Gladstone, Employment Attorney, Lloyd Gosselink Attorneys at Law*
Writing concise, accurate job descriptions has become increasingly important since the recent rise in litigation involving employees' medical conditions. Whether an employee is qualified to perform the job, and whether an accommodation is reasonable is evidenced, in part, by what is written in the job description. Does the job description illegally screen out qualified applicants? Does it reflect the latest duties of the position? Is it a good guideline to use during interviews? Will it assist managers in completing fair and accurate performance appraisals? Bottom line, your job description may be

	"Exhibit A" in a lawsuit involving disability, leave, age, discrimination, wage and hour classifications, retaliation or workplace injury. Can you job descriptions take the heat?
3-3:30 p.m.	Break
3:30-5 p.m.	Mini-General Sessions
	Trends in Workers' Compensation Claims and What it Means to You
	<i>Moderator: Mr. Sam Francis, JI Specialty Services</i>
	<i>Panel: Ms. Heather Coady, Ms. Ursula Goodson, Ms. Leticia Navarro, and Ms. Evelyn Leach, JI Specialty Services</i>
Capitol Ballroom A-D	This session will explore trends in workers' compensation claims from the industry perspective while utilizing claims experience for members of the Texas Association of Counties Risk Management Pool (TAC RMP). A panel of experienced claims professionals will analyze the changes in key claims indicators as the Texas workers' compensation system has evolved through implementation of the Official Disability Guidelines while the TAC RMP has implemented the Political Subdivision Workers' Compensation Alliance provider panel and the specialized medical management and return to work program fostered through a nurse dedicated to the TAC RMP claims team. This will be an interactive session, complete with case studies and ample time for questions from participants.
Capitol View Terrace North	Keeping Your County's Data Secure
	<i>Mr. Morgan Holkesvik, Texas Association of Counties</i>
5:30-7:30 p.m. Creekside I and II, Second Floor	County Best Practices Awards Reception
Friday, May 4	
7:30-8:30 a.m.	Morning Coffee
	General Sessions
	<i>Capitol Ballroom A-D</i>
	Emergency Text Message Alert Systems
8:30-9:30 a.m.	<i>Mr. Robert Dahlstrom, Chief of Police, University of Texas Police Department</i>
	Learn about systems that are available to send emergency messages out to those who should get them.
9:30-9:40 a.m.	Break
	Give 'em the Pickle! Business is not what we sell; it's who we serve
	<i>Mr. Mark Warren, Texas Association of Counties</i>
	<i>Based on the book by Robert E. Farrell with Bill Perkins</i>
9:40-11:10 a.m.	We're all in the same business, the people business. It's not what we make or sell that's critical, it's how we take care of the people who buy it. Our job is to make customers happy. If you're a leader, your "customers" are your employees. What do you have, that makes employees want to come back on Monday morning and customers come back at all? Both can get a product, service or a job and benefits somewhere else. "Pickles" are those special or extra things you do to make people happy. The trick is to dinf out what they want, and make sure they get it - plus a little extra. That's the pickle. This presentation is designed to help you create or discover your pickly by offering ideas for a formula to keep them coming back.
11:10-11:20	Closing Remarks

*Agenda is subject to change; check back for further updates.



TEXAS ASSOCIATION of COUNTIES

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Registration Confirmation

Thank you for registering for the **2012 County Management Institute**. Please review the information below and print this form to keep as a copy for your records. If you need more information about the conference or have a question regarding your registration, email [Deanna Auert](mailto:Deanna.Auert@tac.org) or call our toll-free number (800) 456-5974 for assistance.

We look forward to seeing you at this event.

Date Registered:	4/10/2012 2:01:40 PM
Conference:	2012 County Management Institute
Event Date/Location:	May 2-4, 2012 / Austin
Name:	FLORA VAZQUEZ
Title:	DIRECTOR
County:	HIDALGO COUTNY
Email Address:	
Street Address:	2818 S. BUS. 281
City:	EDINBURG
State:	TX
Zip Code:	78539
Phone Number:	
Registration Fee:	\$220
Track:	Risk Management
VeriSign Transaction ID:	
Credit Card Authorization Code:	
Last 4 of Credit Card:	

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We look forward to seeing you at this event.

Date Registered:	4/10/2012 2:04:30 PM
Conference:	2012 County Management Institute
Event Date/Location:	May 2-4, 2012 / Austin
Name:	JOE JACKSON
Title:	WC COMP. SPECIALIST II
County:	HIDALGO COUNTY
Email Address:	jose.jackson@co.hidalgo.tx.us
Street Address:	2818 S. BUS. 281
City:	EDINBURG
State:	TX
Zip Code:	78539
Phone Number:	956-292-7025
Registration Fee:	\$220
Track:	Risk Management
VeriSign Transaction ID:	
Credit Card Authorization Code:	
Last 4 of Credit Card:	

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We look forward to seeing you at this event.

Date Registered: **4/10/2012 2:05:39 PM**

Conference: **2012 County Management Institute**

Event Date/Location: **May 2-4, 2012 / Austin**

Name: **DAMARIS SAN MIGUEL**

Title: **DIRECTOR**

County: **HIDALGO COUNTY**

Email Address: **damaris.sanmiguel@co.hidalgo.tx.us**

Street Address: **2818 S. BUS. 281**

City: **EDINBURG**

State: **TX**

Zip Code: **78539**

Phone Number: **956-292-7025**

Registration Fee: **\$220**

Track: **General Management**

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We look forward to seeing you at this event.

Date Registered: **4/10/2012 2:06:43 PM**

Conference: **2012 County Management Institute**

Event Date/Location: **May 2-4, 2012 / Austin**

Name: **REY SALAZAR**

Title: **DIRECTOR**

County: **HIDALGO COUNTY**

Email Address: **rey.salazar@co.hidalgo.tx.us**

Street Address: **2818 S. BUS. 281**

City: **EDINBURG**

State: **TX**

Zip Code: **78539**

Phone Number: **956-292-7025**

Registration Fee: **\$220**

Track: **General Management**

VeriSign Transaction ID:

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