



**County Road Association**  
OF MICHIGAN

# *Forget your inner child!* **Strengthen your inner office.**

**Tuesday, December 3, 2019 | Noon – 3:30 p.m.**

**Comfort Inn & Suites Conference Center | 2424 S. Mission St., Mt. Pleasant**

Do your road agency and staff meetings have an open – but disciplined – sharing of ideas? Or do “real topics” get passed over?

Do you come away feeling part of a team – even when you don’t get your way? Or are discussions more like every staffer for him/herself?

Being a better, more effective road agency requires a **strong vision of the future**, a **healthy team approach** and **specific values** by which the agency will be known.

Bring your leadership team (staff and commissioners) to **Strengthen Your Inner Office** and re-think your road agency’s guiding principles.



**Strengthen Your Inner Office and Legal Issues Symposium** *(inc. breakfast, lunch): \$169*  
**Strengthen Your Inner Office only** *(inc. lunch): \$95*

**Register online!** [micountyroads.org/DecemberEvent](http://micountyroads.org/DecemberEvent)

CRA hotel room block available through Comfort Inn & Suites for **\$75/night**. For more info, call 989.772.4000.

**For more information contact:**

**Shelby Eva** | County Road Association of Michigan | 417 Seymour Ave., Suite 1 | Lansing, MI 48893 | 517.482.1189



# Forget your inner child! Strengthen your inner office.



**Sue Radwan**, President, Leading Edge Mentoring

Sue Radwan operates Leading Edge Mentoring, a consulting firm dedicated to managing and monitoring accountability in leadership, governance and management.

Sue has been affiliated with the nonprofit association industry since 1986, where her work has included strategic planning facilitation, staff and board development retreats and workshops, and board coaching in the practice of Policy Governance®.

She also facilitates the Certified Association Executive On-Line Exam Prep program for association executives around the world.

## AGENDA

12 p.m.

### Welcome and Lunch

**Dave Pettersch**, CRA President & Managing Director, Gladwin County Road Commission

12:30-1 p.m.

### Keynote Luncheon Address

#### Taking the temp on your values

A road commission's reputation walks hand-in-hand with its values. Yet very few public bodies actually write down – and share – their core values, meaning specific traits they want to be reflected when interacting with staff, customers and communities.

**Sue Radwan**, President, Leading Edge Mentoring

1-1:05 p.m.

### Introduction to session

**Dick Timmer**, CRA Vice President, Education Committee Chair and Commissioner, Chippewa County Road Commission

1:05-2:05 p.m.

### Who's on 1st?

#### Clarifying roles at the county road agency

One thing all road agencies have in common is the need to understand roles the board, managing director and staff play and boundaries of the game. Setting common understanding now avoids energy-sapping frustration and keeps things moving in a positive direction.

**Sue Radwan**

2:05-2:30 p.m.

### Break

2:30-3:30 p.m.

### Road agency strategic planning for the future

Good future planning begins at the end: What's the end result of the relationships we have? What do we want "out of" a situation? Once we've visualized the finish line, a well-crafted strategic plan works through our objectives and strategies.

**Sue Radwan**

3:30 p.m.

### Adjourn

**Dick Timmer**

**SAFE TRAVELS HOME!**

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