



Leadership: Against All Odds

Leadership eLearning

Hosted by Dr. Scott Paine, FLC University

With Mayor Dan Williams, City of Hampton

James Tulley, Former Mayor, City of Titusville

Mark Ryan, City Manager, City of Indian Harbour Beach



Expectations and Obligations

- Reliable delivery of services
 - Essential
 - Desired
- Protection/promotion of community character
- Balanced budget



Municipal Challenges

- Natural disaster
- Human tragedy
- Economic turmoil
- Human error



Titusville and the End of the Shuttle Program



- Major employer directly and indirectly
- Shutdown coincided with an economic downturn and property value meltdown
- Led to the necessity of reducing the operating budget at the same time that all three labor contracts were in negotiation



Hampton in Recovery

- Financial mismanagement
- Criminal investigation
- State pressure to eliminate the city



Leader Steps – Assess the Situation

- Don't be afraid to find out the truth
- Encourage staff to discover and report the truth



Leader Steps – Communicate the Facts

- To elected leadership
- To employees
- To citizens
- To the press



Leader Steps – One Problem at a Time



- Focus on today's problem and solve it
- Deal with tomorrow's problem tomorrow
- Have the courage to decide



Leader Steps – Stay Positive

- Focus on what is still good
- Celebrate small successes
- Frame necessary change as *opportunity*, not *threat*



Lingering Effects?

- There is the potential for negative outcomes
- But there also is evidence that the public can understand and support those who:
 - Tell the truth
 - Work the problem



The Personal Side

- Personal satisfaction in seeing the recovery
- Helping the community recognize and celebrate its assets



Questions???



Upcoming FLCU Online Learning Opportunities

**May 16 – Presenting Budget Requests:
Innovative Ideas that Work**

**May 18 – Post-Session Update: Passed,
Failed, Returning**

**June 8 – Responding in a Public Safety Crisis:
What Public Opinion Tells Us**

July 6 – Ethics Law Update



Upcoming FLCU and FLC Events

- May 12-14 – CMRI MuniMod
- May 19 – FLCU Active Shooter Workshop
- June 2-4 – Institute for Elected Municipal Officials [CLOSED]
- June 15 – Institute for Civic Leadership I (*candidate training forum*)
- June 16 – 2017/18 Legislative Policy Committees Meeting
- July 13 – Institute for Civic Leadership II (*candidate training forum*)
- July 14 - 2017/18 Legislative Policy Committees Meeting
- July 27 – Continuing Education in Ethics (Orlando Training Center)
- August 17-19 – SAVE THE DATE: FLC 91st Annual Conference



5/10/2017

Join the Conversation #InspiringLeaders

- Blog – DrScottPaine.com
- Twitter - [@DrScottPaine](https://twitter.com/DrScottPaine)
- Facebook – [Dr. Scott Paine](https://www.facebook.com/Dr.Scott.Paine)



Thank you

Mayor Dan Williams, City of Hampton
James Tulley, Former Mayor, City of Titusville
Mark Ryan, City Manager, City of Indian Harbour Beach
Holly McPhail, Florida League of Cities
and

You!



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