

Please join us for a Central Region Event February 2, 2012 at the Chesterfield County Government Complex One morning-2 timely topics.

8:30-9:00 Networking/light refreshments

Our first topic:

9:00-10:00 **Transition Acceleration**-Kevin Bruny

Director / Chief Learning Officer of the Center for Organizational Excellence,
Chesterfield County

Current research indicates that 40% of new executives joining organizations in key positions fail; costing the organization six times their annual salary. Loss of executive leadership typically is not due to lack of talent or skill set, but due to misunderstandings or an inability to become “organizationally savvy. In response to this challenge Chesterfield County created a Transition Acceleration Program to offer executives an understanding of organizational culture and politics while providing a safety net as they acclimate to their new role. Guided conversations ensure that executives establish solid relationships with their boss, peers, team, and key internal and external customers; understand Chesterfield’s government culture both at a board and leadership team level; and lastly the “operational” work of the department(s) and its integration into the larger organization.

Success in accelerating the transitions of all managers – whether they are being promoted from within or hired from outside – can represent a tremendous gain in performance for the organization. Come hear how this new program has produced very positive outcomes to ensure new executives have long productive careers with Chesterfield County.

Our second topic:

10:15-11:30 **Innovations in Learning-Panel Discussion**

Paula Reid	Henrico County
Margaret Schmitt	City of Lynchburg
Kevin Bruny	Chesterfield County

The panel will discuss how to begin learning and development initiatives (including getting support and resources), establishing career development paths and linking training programs to performance excellence and business results.

LOCATION: Chesterfield County Government Complex, Lane B.
Ramsey Building, 9901 Lori Road, Learning and
Development Center, Chesterfield VA 23832

PRICE: Free for IPMA-VA Current Members
(this event provides 2.5 hours towards IPMA-HR-CP recertification)
Non Members- \$25.00

Registration: Please register by January 27, 2012.

On-line for members and non-members paying by credit card.

If paying by check make check payable to:

IPMA-VA Chapter (EIN: 45-3946604) and mail with your name,
phone # and e-mail address to:

Marissa Keagy, **ATTN: Central Region Seminar 2-2-12**
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If you have questions, please call or e-mail Cindy Taylor (804) 748-1552 or
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