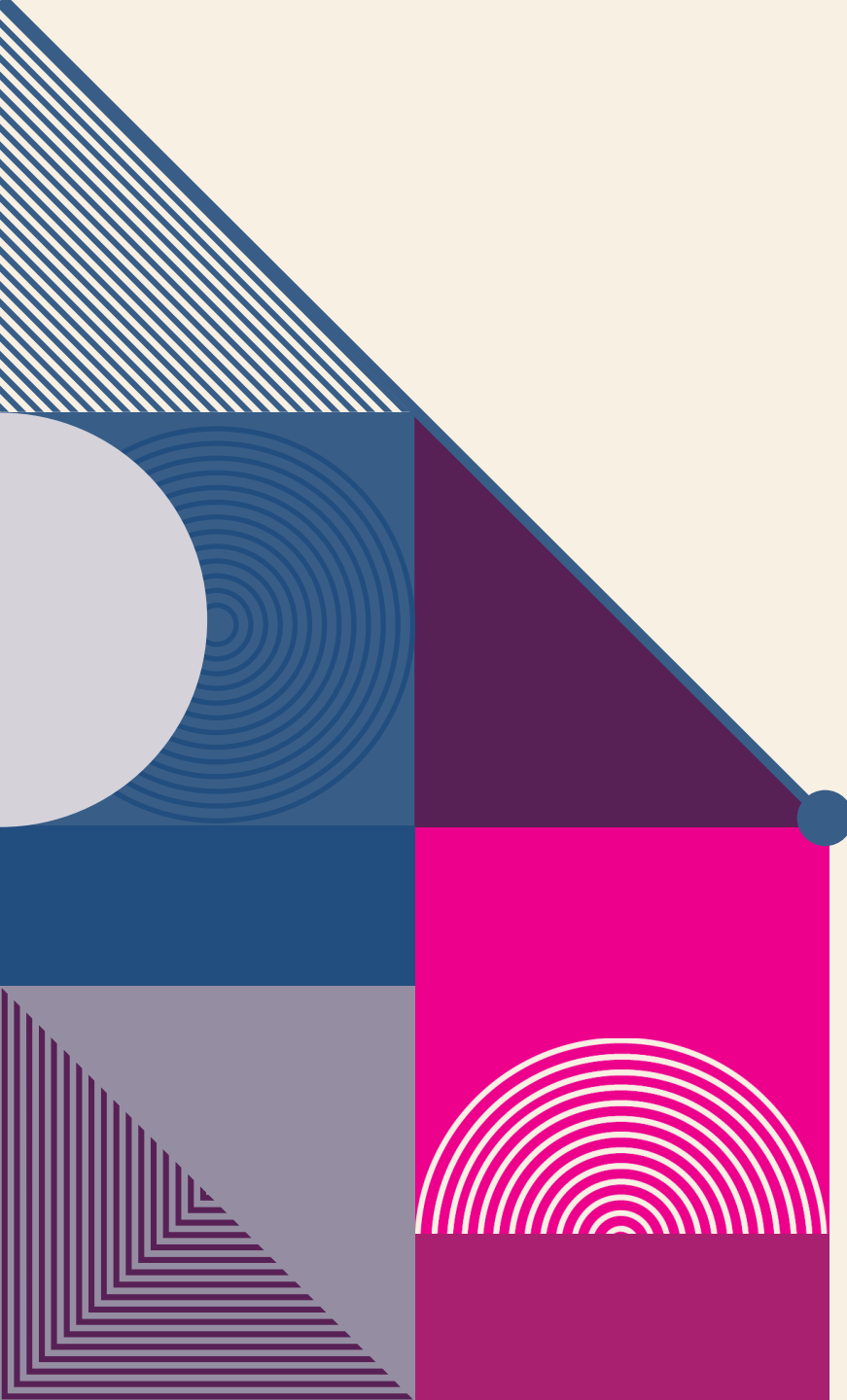




TRANSITIONING WELL AND LEAVING A LEGACY DOING IT

CAL CITIES CITY MANAGER'S DEPARTMENT
ANNUAL CONFERENCE

FEBRRUARY 6, 2025



YOUR PRESENTERS

Jim Lewis, City Manager, Atascadero

(Former City Manager of Pismo Beach)

Jorge Garcia, City Manager, Pismo Beach

(Former Assistant City Manager, Pismo Beach)

Kelly McAdoo, City Manager, Santa Barbara

(Former City Manager, Hayward)



**LEARNING
OUTCOMES:**

**GET WHAT YOU PAID
FOR!**

WHAT WE WILL COVER

- Are you a “frog in a pot”? Don’t stay in the chair too long. You need to know when it is time to leave!
- The importance of mentoring others and having an identified number two.
- Knowing how to turn past experiences into credibility in your new experience.
- Maintaining a healthy relationship with your former agency’s executive.



GET READY FOR A FREE-FLOWING DISCUSSION!

We are planning for questions and collective discussion at the end of the program.

LEAVING...

- What are signs that it may be the optimal time to go? When do you know it may be too late?
- What are the consequences of a manager staying too long?
- How do you know you are at the “top of the curve”? What does the top feel and look like?
- What conversations should you have with your family, team and friends when you are considering leaving?
- How important is honesty and transparency?

TRANSITIONING WELL



FOR THE ACM:

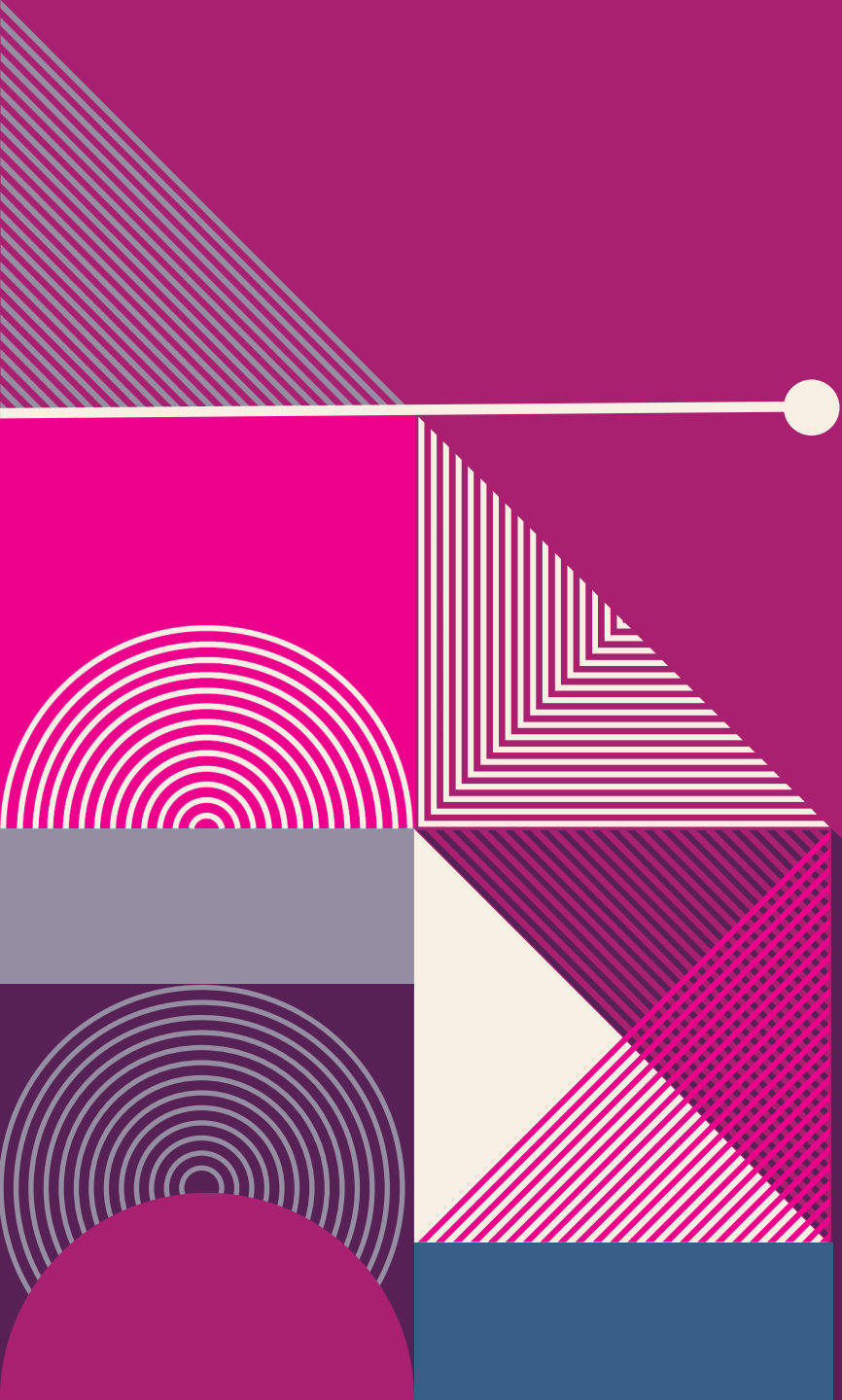
- What were you looking for as an ACM? What worked well? What didn't?
- How do you build a good relationship with the ACM?
- How do you create a safe environment for honesty and direct communication?
- When the transition is happening, how do you/should you leverage your predecessor?

FOR THE CM:

- How do you prepare the ACM for transition?
- How do you ensure a "peaceful/successful" transition?
- How do you manage ego/fear of the transition?

THE NEW GIG

- How do you assess what you bring to the table and what is a good fit?
- How do you land with credibility?
- What are key things to do in the first 100 days?
- What is appropriate contact with the new manager in your former City?



YOUR COMMENTS AND QUESTIONS

This could be the best part!

An abstract geometric design on the left side of the slide. It features a dark blue background with various geometric shapes and patterns. A white circle is positioned near the top left. Below it, a light blue semi-circle is visible. To the right of the semi-circle, there is a pink triangle with diagonal lines. Below the semi-circle, there is a pink square with a pattern of concentric lines. To the right of the square, there is a light blue triangle. Below the square, there is a pink triangle. To the right of the triangle, there is a dark blue triangle. The overall design is modern and minimalist.

THANK YOU