



## BECOMING A COUNTY ADMINISTRATOR OR COORDINATOR FOR THE FIRST TIME CAN BE A CHALLENGING TRANSITION.

The **Association of Minnesota Counties (AMC)** recognizes this reality and that's why we have designed this program to help chart a course for success with newly employed county administrators and coordinators.

Through a partnership with **DDA Human Resources, Inc.**, AMC is offering this program to assist new administrators and coordinators make a successful transition into their new role.

### ABOUT THE MENTOR

PATHWAYS will be led by **Gary Weiers** of **DDA Human Resources, Inc.**, who brings vast county government experience to the program.

Prior to joining DDA, Gary spent 11 years as the administrator in Rice County and also worked in human services in three counties. In his current position, he has worked with administrators and coordinators from around the state in a variety of capacities.

### ABOUT THE PROCESS

- Initial face to face meeting.
- Regular check-in phone calls.
- Completion of personality index.
- Quarterly meetings with others in the cohort.
- Connect to a statewide network of new managers.

### ABOUT THE TOPICS

- Working effectively with County Boards.
- Leadership development.
- Relationship development with elected department heads.
- Working effectively with non-elected department heads.
- Human resource related issues or concerns.
- Handling performance issues.
- Conducting performance reviews.
- Developing policy and procedure.
- Dealing with job stress.
- Professional growth.
- Others topics as needed.