



Resource

update

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JANUARY 2012

SERVING OUR MEMBERS CITIES, COUNTIES, GOVERNMENTAL AGENCIES & NONPROFITS

COORDINATORS ARE WOWED BY VOWS FOR WELLNESS



By Peggy Imholte, Family Education/Wellness Specialist

“Dearly Beloved. We are gathered here today to celebrate our 18th anniversary of wellness. Please join us in renewing YOUR vows as well.”

At the December Wellness Forum, the Sauk Rapids-Rice School Wellness team recreated their school wellness kick off called “Wellness Vow-the PROMISE/PLEDGE.” Using a wedding theme skit, the “wedding party” asked the coordinators to renew their wellness vows for the year.

“I promise to eat 5 fruits and vegetables daily.”

“I promise to exercise 30 minutes, 5 days a week.”

“I promise to manage stress.”

Does this sound like a commitment you could keep for your health? Promises like these can boost people’s healthy living status with a promise of a healthier tomorrow.

During the December 7th forum wellness coordinators discussed in small groups, “What would make your wellness program more successful and how can you get there?” One idea presented was Laughter Yoga. This innovative program helps people intentionally laugh more. As the body reacts to stress, real or imagined, the body also reacts to laughter- with or without jokes. More information about “laughter yoga” can be found on the internet including location of laughter clubs around Minnesota.

Information from Wellness Council of America (Welcoa) was also presented about the possible negative effects of cell phone use. Although there is no conclusive proof that cell phones are or aren’t dangerous, studies have raised concerns especially for children. Their brains are much more fluid and still developing and questions are being raised about impact on their development. Recommendations for adults include keeping the phone farther from the ear and using text or speaker phone when possible.

An annual favorite is information on Healthy Holiday Eating. Diane Giambruno, R.D. from St. Cloud Hospital presented information and recipes with samples to try. She recommended:

- be wary of liquid calories
- have healthy snacks on hand
- use lower calorie substitutions in recipes
- exercise to help balance your caloric intake.

To try some of the recommended recipes, go to www.resourcetraining.com/Page/HealthyRecipes.

So how about your wellness vows? It’s that traditional time of year to resolve. Let’s see... “I promise to do one recreational activity every day.” That takes care of me in many ways. Resolve to have a healthy 2012!



INSIDE THIS ISSUE: VALUES OF PUBLIC LEADERSHIP. WELLNESS AROUND OUR REGION.

Resource
Training & Solutions
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upcoming... **SMART** open enrollment classes



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2/21/12	SMART® Board Level 1	8782
3/7/12	SMART® Board Level 2	8783
3/28/12	SMART® Board Level 1	8784
4/30/12	SMART® Board Level 1	8787

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CALENDAR OF EVENTS

Julie and Jon Thompson - Chisago County Poker Walk



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from the **EXECUTIVE DIRECTOR**

Robert C. Cavanna, Ed. D.

VALUES FOR PUBLIC LEADERSHIP

I want to introduce you in this issue to a person who works with various governmental entities. His name is Chad Weinstein and through his workshops, training sessions and keynotes, he helps leaders embrace ethical principles and practices that:

- Build trust
- Ignite engagement
- Deliver extraordinary results

Chad knows how to make ethical leadership positive, imaginative, entertaining and highly relevant to your work environment. Chad will customize a presentation to meet your needs. He shares real-world examples of ethics driven workplace transformations plus ethical practices and principles that you can use everyday.

Chad's clients include the following organizations:

- Minnesota Fire Chiefs Association
- Metropolitan Fire Chief Officers Association
- Minnesota Society for CPA's
- St. Paul Police Department
- Minnesota Bureau of Criminal Apprehension

In the article to follow, Dr. Weinstein writes about a Values Framework for Leadership to be shared with all the stakeholders in governmental entities such as cities and counties.



**ETHICAL
LEADERS
IN ACTION**

"Most leaders make very sound decisions. What they need is a better framework for sharing those decisions with all stakeholders."

VALUES FOR PUBLIC LEADERSHIP

By Chad Weinstein, Ethical Leaders in Action

These are tough times for public sector leaders. A stubbornly slow economy affects everyone. For leaders of public agencies, tight budgets are often compounded by public criticism of the role of government and the efficacy of public institutions. Constructive debate is healthy, and our public agencies must be accountable to those they serve. Framing that debate using a clear set of values can help to generate less heat, shed more light, and achieve better outcomes for our communities.

I work primarily with leaders in the public sector, and I see great people providing excellent service, every day. I have also seen good leaders come under fire for what seemed to me to be very sound, otherwise uncontroversial decisions; even expenses like critical building maintenance are questioned. Many leaders are unprepared for – or deeply uncomfortable with - the current levels of scrutiny and criticism.

THREE INTERSECTING VALUES

Most leaders make very sound decisions. What they need is a better framework for sharing those decisions with all stakeholders. For the past eighteen months Ethical Leaders in Action has been working with public agency stakeholder groups to define a framework of values that can help public leaders to make better decisions, and to articulate the rationale for those decisions with elected and appointed officials and constituents.

The result is a set of three intersecting values for public agencies:

- 1. Excellent public service.** Do excellent work, consistent with the public's needs. Respond to, and thoughtfully inform the public's priorities for public service.
- 2. Sound stewardship of resources.** Use public funds responsibly and intelligently in pursuit of excellent service. Conserve resources.
- 3. Fairness.** Deliver services and treat employees equitably, consistent with high expectations of service and stewardship. Articulate and apply principles of fairness across all stakeholders. *Continued on Page 4.*



Continued from Page 3. This framework is currently helping public leaders to set strategic priorities, make operational decisions, and engage the public in understanding how they operate. Department heads make decisions such as staffing or equipment purchases based on established service priorities (excellent service), with an eye toward reducing costs (sound stewardship) without taking advantage of workers (fairness). This values framework empowers supervisors and employees for example; when faced with many time off requests for an upcoming holiday weekend, one work team came together and determined how they would meet their city’s consistent standards for service while honoring nearly all requests, without incurring avoidable overtime. The framework of service, stewardship of resources, and fairness helped employees rise to the occasion, problem-solving and then abiding by their decisions.

These three values stand in constructive tension with one another: public leaders should strive for excellence, with clear missions and dedicated execution. At the same time, leaders must be cautious about expenditures, assuring that the right priorities are efficiently pursued. Fair practices surely include safety, reasonable compensation and clear performance expectations. In this context, our conception of fairness must also include accountability for both service and stewardship.

PUTTING THE VALUES TO WORK

For an agency or team to put these values into action, team members must first develop a shared, specific understanding of what those values mean to them. For instance, what constitutes excellent service? When introduced to the framework, one mayor cautioned, “Excellent sounds like an expensive word.” In light of that discussion, the city’s manager and department heads understand “excellence” in terms of their community’s priorities and resources.

Stewardship and fairness must be considered and defined, as well. What, specifically, should the public fund and what should taxpayers expect from that funding? Stewardship demands that expenditures be linked to performance. Funding increases must deliver service increases or maintain service levels against unavoidable costs. Reducing funding, by the same token, will inevitably diminish service levels if leaders are already running appropriately lean operations. Finally, agencies and communities must define the principles of fairness under which they will operate. Ultimately, fair practices create efficiencies and promote engagement, with corresponding increases in performance.

These values form a basis for challenging mediocrity and waste; they also enable leaders to recognize excellence and efficiency. Rather than simply facing empty criticism and mutual mistrust, public leaders can use this value framework to engage even harsh critics in constructive discussion, and to find common ground. A shared set of values can enable us to rationally evaluate and improve public services in ways that benefit all of us.

If you’d like to hire Chad to speak to your staff, City Council or County Commissioners, please call Anthony Farag on our toll free member number – (888) 447-7032.

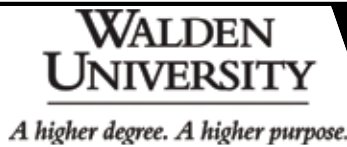
I know you’ll find Chad to be easy to work with as well as insightful and most helpful with the challenges that you face.

Best wishes for a Happy and Healthy New Year!

Rob Cavanna
Executive Director



WALDEN UNIVERSITY 10% TUITION DISCOUNT



RESOURCE TRAINING & SOLUTIONS HAS PARTNERED WITH WALDEN UNIVERSITY AND IS EXCITED TO OFFER A 10% TUITION DISCOUNT TO OUR MEMBERS!

Walden University is an accredited institution that has been serving the higher education needs of working professionals for more than 40 years. The university promotes lifelong learning by offering bachelor’s, master’s, and doctoral degrees online in areas of study ranging from health and education to management and public administration. It is distinguished by high academic standards, experienced faculty, and a rigorous curriculum. Using an array of technology, the university delivers an online education experience when, where, and how students need it. Walden programs help students achieve their goals so that, as graduates, they can help advance the lives of others.

Walden has five colleges: the College of Undergraduate Studies, The College of Education and Leadership, the College of Health

Sciences, the College of Management and Technology, and the College of Social and Behavioral Sciences.

The College of Social and Behavioral Sciences is composed of three professional schools: the School of Counseling and Social Service, the School of Psychology, and the School of Public Policy and Administration. The School of Public Policy and Administration is the first fully online public administration school in the United States. Its degree programs, such as those in criminal justice and nonprofit management, incorporate perspectives from experts and practitioners in the field.

For more information on all of Walden’s proven degree programs and certificates – and the 10% tuition discount benefit for Resource members- please contact Walden’s Minnesota representative Julie Westcot at 952-381-1538 or at julie.westcot@waldenu.edu. Or stop by Resource and meet Julie on February 2nd from 9 – 11 am!

WELLNESS AROUND THE REGION

Poker Walks continue to be an wellness activity entire organizations can participate in and get excited about! With the unusually nice Minnesota winter weather, several of our member cities and counties took advantage of the additional opportunities to get outside and get in some steps! What a great opportunity to get some exercise while having fun with your co-workers!

CHISAGO COUNTY POKER WALK

Employees enjoyed a mile and a half walk around Center City and North Branch locations on September 13 & 14. The weather was beautiful and over 65 employees participated. Water and healthy snacks were provided to the participants and prizes were awarded for the best poker hand and the worst poker hand.



Laura Johnson and Shawn Pearson



Kayla Schaap and Robert Morneau

CITY OF MORA POKER WALK

City of Mora had their 2nd annual Poker Walk at the Keystone Park in Mora on October 12th. Employees walked for 1/2 hour, playing card were handed as the group walked. Prizes were awarded to the highest poker hand.



Ben Deters put the Poker Walk together and dealt the cards.



CITY OF ST. CLOUD BLOOD DRIVE

By Barb Reuter, Benefit Specialist, City of St. Cloud

About 5 million Americans need blood transfusions every year.

The American Red Cross needs blood donors to roll up their sleeve and donate blood to help replenish the supply. While blood donations are up from the extremely low levels from May and June, blood products continue to go to area hospitals just as quickly as donations are coming in.

Each and every blood donor can make a world of difference. Every two seconds someone in the U.S. needs blood. Blood is a perishable resource used daily by accident victims, cancer patients, surgical candidates, premature babies, children with blood disorders and others. Each week the Red Cross needs approximately 38,000 blood donations to meet this need.

The City of St. Cloud Health & Wellness Committee and the American Red Cross extends a huge **THANK YOU** to the City of St. Cloud employee's, family members and a few walk-ins who donated 44 pints of blood on Friday, August 26th, 2011 at the Whitney Recreation Center. This was 13 pints more than what was collected last year and exceeded the projected goal of 35 pints!

Funding for door prizes and promoting the event was donated by Resource Training and Solutions. A surprise donation from the Hwy 10 Red Barn Dairy Queen of treat certificates for all blood donors was a bonus, as well as two Twins tickets and bus ride provided by the St. Cloud Recreation Department.

The City of St. Cloud will definitely host and support future blood drives for the American Red Cross and encourage other organizations to do the same.



HEALTH & SAFETY SAVE THE DATES



POWER LIMITED 8 HOUR CONTINUING EDUCATION COURSE

Presenter: Ed Lethert
Course ID # 110817.08

Continuing Education for PLTs in the HVAC Industry Part 1
8 Hours that includes 5 Hours of National Electrical Code
April 10, 2012 • 8:00 a.m.-4:30 p.m.

STEAM & HOT WATER BOILER TRAINING

Can be used for the 6 hour Continuing Education Requirement for Boiler Operations

August 13, 2012 • 8:30 a.m. – 3:00 p.m.

STEAM & HOT WATER BOILER TRAINING: PREPARATION FOR THE SPECIAL LICENSE

August 14, 2012 • 7:30 a.m. – 4:00 p.m.

This course covers low pressure boilers used in steam and hot water heating applications. This course is designed for those who want to acquire a special license. Boiler Licensing Application, Exam Fee & Exam Dates will be discussed during the class.

STEAM & HOT WATER BOILER TRAINING: 2ND, 1ST AND CHIEF LICENSE PREPARATIONS

August 16-17, 2012 (2 Day Course)
7:30 a.m. - 4:00 p.m. (Both Days)

This course covers low pressure boilers used in steam and hot water heating applications. This course is designed for those who want to acquire a 2nd, 1st or Chief's License.

Boiler Licensing Application/Exam Fee and Exam Dates will be discussed during the course.

To register for any of these Health & Safety classes, go to www.resourcetraining.com/Events/HealthSafety or contact Jodi Steinhofer at 888-447-7032 or by email at jsteinhofer@resourcetraining.com.

2012 FAMILY EDUCATION CLASSES

Becoming a Love and Logic® Parent [8639]

February 4, 2012 • 9:00 am-4:00 pm (weather date 2/11/12)
\$50.00/person • \$75.00/two people

Learn simple, low stress communication techniques that are effective with children from toddlers to teens. Raise your odds of success by learning how to avoid power struggles. Guide your children to solve their own problems. Learn communication strategies. Model and teach responsibility. Learn how to raise children without raising the roof!

PRESENTERS: Peg Imholte and Anthony Farag

A Look at Anxiety and Anxiety Issues in Children [8640]

February 16, 2012 • 7:00-9:00 pm
\$15.00/person • \$25/two people

Anxiety disorders are among the most common mental, emotional, and behavioral problems to occur during childhood and adolescence. Youth with anxiety disorders typically experience intense fear, worry, or uneasiness that can last for long periods of time and significantly affect their lives. If not treated early, anxiety disorders can lead to social/emotional, relationship, academic issues or further mental health concerns in later life. Look at signs and symptoms to be aware of, what help is available, and what parents/caregivers can do to "save the day!"

PRESENTER: Kristin Wheeler Highland

Setting Limits and Boundaries [8642]

March 12, 2012 • 7:00-9:00 pm
\$15.00/person • \$25/two people

When you say "NO" what do your children do? What message do they receive when you give in? Do you feel as powerless as Superman next to kryptonite? The presenters have valuable messages to share about the need to set limits for children and the importance of saying NO.

Included in this entertaining and informative presentation are ideas for setting family rules and expectations, techniques for staying firm when children try to negotiate, and methods for setting appropriate consequences when rules are broken.

PRESENTERS: Jeff Fink and Jon Halpern

Becoming a Love and Logic® Parent [8643]

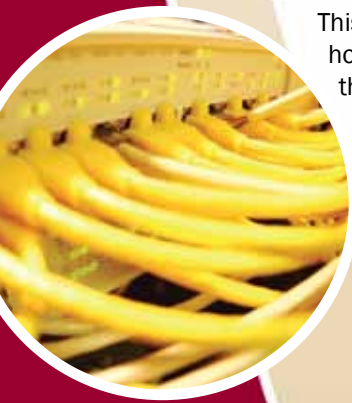
March 22, 2012 • 1:00-9:00 pm (weather date 3/29/12)
\$50.00/person • \$75.00/two people

Becoming a Love and Logic® Parent [8644]

April 28, 2012 • 9:00 am-4:00 pm
\$50.00/person • \$75.00/two people

Becoming a Love and Logic® Parent [8647]

June 2, 2012 • 9:00 am-4:00 pm
\$50.00/person • \$75.00/two people





ask the BENEFITS SPECIALIST

Dan Weir, Insurance/Risk Management Consultant

NEW YEARS RESOLUTIONS THAT STICK

QUESTION:

I always make a New Years Resolution to exercise more and eat healthy.

Any tips or strategies to help me stick with it?

ANSWER:

Yes, Annabel Candy in a recent article identified 7 steps for making sure your New Years Resolutions stick. They include:

1. Just pick one thing
2. Plan ahead
3. Anticipate problems
4. Pick a start date
5. Go for it
6. Accept failure
7. Plan rewards

A Federal Government website USA.GOV has published the most common New Years Resolutions. They are: "Drink less alcohol, get a better education, get a better job, get fit, lose weight, manage debt, manage stress, quit smoking, reduce, reuse, recycle, save money, take a trip and volunteer to help others. These resolutions are the kinds of commitments most people think about and you may be more successful by adopting the seven steps outlined by Ms. Candy.

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STAY ORGANIZED

You're a lot more likely to stay organized in 2012 if you start out organized. Place your supply order now so it's ready and waiting for you.

WORKING SMARTER

Stock up on must-have items to help you get organized and stay organized all year long. Put these products to work - and show clutter who's boss, once and for all.

<http://view.ed4.net/v/2C39GL/JBEGI/GYMGJT1/MNPGNO/>

QUESTION:

I just read that Medicare announced some new pilot cost saving programs in Minnesota. What are the expected outcomes for these pilots and could they help reduce our health care costs?

ANSWER:

Medicare recently announced that three Minnesota Health Care Systems (Allina, Fairview and Park Nicollet) have been selected to participate in a Medicare Pilot program created to help improve quality and reduce costs. Each organization will be developing an Accountable Care Organization (ACO) that will improve the coordination of care within the health care system. "The ACO model moves the payment from volume to value," said Dr. David Abelson, CEO of Park Nicollet Health Services, based in St. Louis Park. Federal Health Care Reform and Minnesota Health Care Reform initiatives have promoted the development of ACOs to better coordinate medical care and share medical information much more efficiently.

Historically, Minnesota has been a leader in health care policy development. The Minnesota Health Care Systems join three other states with multiple health care systems participating in the pilot. Currently the Medicare reimbursement for Minnesota providers is below cost, meaning that for every dollar charged by a Minnesota provider, Medicare reimburses the provider an amount less than the full dollar charged. If these pilot ACO programs prove to be successful, the providers are rewarded by sharing some of the savings generated from reduced costs. Reducing Medicare costs may result in reducing the subsidy paid by employers and other insured populations which may have the effect of reducing health care costs for the non-Medicare population. Stay tuned for more information as the pilot program gets underway.



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PROFESSIONAL DEVELOPMENT

FOR BUSY PROFESSIONALS

TAKE IT IN THURSDAYS includes dynamite presentations on important topics affecting your work day. Each presentation is from 12:00-1:00pm and includes lunch and materials.

Visit www.resourcetraining.com or call (320) 255-3236 for information on each session or to register.

FEBRUARY 16TH [COURSE CODE 8753] **SMART[®] BOARDS FOR YOUR BUSINESS**

Anthony Farag

Have you made a New Year's resolution about becoming more effective in your work? Come and learn how SMART Board business solutions can transform your workplace into a dynamic interactive collaborative space where teamwork and productivity can thrive. You'll learn how SMART's interactive collaboration solution can enhance the way your business or city/county can share and work with digital information resulting in overall cost savings through improved meeting productivity.

It's time to say goodbye to your dry erase board and have more effective meetings and distance collaboration. This unique session is for corporate and government managers, HR personnel, city/county administrators and business leaders.

MARCH 8TH [COURSE CODE 8754] **LOVE & LOGIC[®] PARENTING**

Peg Imholte

Learn how to strengthen your parenting and grandparenting skills through this child rearing system. You'll learn how to set limits with enforceable statements and guide your child to solve problems on their own.

FOR ADDITIONAL PROFESSIONAL DEVELOPMENT OPPORTUNITIES, VISIT http://www.resourcetraining.com/Articles/Files/Professional%20Development/1109TakeThursdays_brochure.pdf.

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THURSDAYS
12:00-1:00pm

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