

## **MID-MANAGEMENT ADVISORY GROUP (MAG)**

**Mid-Management Advisory Group** was formed several years ago through collaborative initiation of Management Council and our County Administrative Officer. The original idea was to provide a monthly communication and networking opportunity for Plumas County mid-managers, and present a forum to share and address topics specific to mid-managers. Overall success of this effort has been limited by spotty attendance from several departments, and lack of attendance by many more departments. Through education we hope to improve this and re-create the Mid-Management Advisory Group as a vital, functional workgroup. Here is how we can use your active support:

Our **Vision and Mission** is promoting *excellence* among Plumas County Mid-Managers through training, increased communication, networking, planning, providing information, and problem solving. As front line supervisors we face unique challenges in the areas of productivity, organization, morale, human relations, technical expertise, teamwork, leadership, and legislation affecting the work environment. In order to fulfill our role it is essential we remain current, knowledgeable, and engaged in these topics.

Our 2008-2009 **identity** goal is to establish your Mid-Management Advisory Group as a vital and proactive assembly of front line supervisors who pursue supervisory excellence with a passion in service to our employer, department heads, co-workers, and the public.

Our 2008-2009 **attendance** goal is to have every Plumas County Department represented at each of our monthly meetings by at least one mid-manager. Each designated department representative could be rotated month to month from among your mid-managers so as not to deplete your supervisory staff. Those attending could have the follow up responsibility of sharing the information given with those remaining.

Our 2008-2009 **direction** is in establishing the following on-going (standing) topics for investigation, development, recommendation, and action:

**Health and wellness** is a topic we recognize as being important to *all* levels within the organization. Because of the parametric and associative relationships between employee health and wellness, attitude, morale, productivity, absence, tardiness, discipline, service, and related expense; we consider any improvements in overall employee health and wellness to be mutually beneficial.

**Leadership**, as an essential component in supervisory excellence, through an investigation of successful management models, strategies and perspectives from corporate (private sector) leaders. Through opening our minds to the expertise of industry managers, and their successes in a competitive world where there is no safety net, we hope to glean understanding and technique which helps us improve the way in which we approach our work responsibilities.

**Guest presentations** on a variety of topics considered interesting, educational and/or useful to mid-managers, and presented by employee or community presenters is scheduled for the upcoming year. Advance notice will be provided to the membership with a calendar of speakers to be posted on the County webpage. Some of the topics presented in the past have included: *Successful Management Models; Protecting your Computer from E-mail Viruses; Family Leave Act; Harassment in the Workplace; Ergonomics; Ethics; Employee Evaluations; Workers Compensation Process; Stress Management Strategies; Employee Health Insurance and Benefits; and, Investing your Money.*

**Attendance strategies include:** 1) Making our monthly meetings interesting and productive enough to entice mid-managers to want to attend and be part of it. 2) Increasing and improving communication with all departments to enhance awareness of our purpose and activities. 3) Posting reminders on *Microsoft Outlook*. 4) Engage and enlist the active support of our county department heads to help promote and encourage attendance from within their respective departments.

*Approved by Mid-Management Advisory Group: July 16, 2008*