



# WSCPM News

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November 2005

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"Manager of the Year"
- *Ronald Buchholz Henning Award Recipient*
- *2005-2006 WSCPM Officers Elected*

## FROM THE PRESIDENT

**Dianne Hughes, CPM**

**November 2005**

It seems like just a short time ago that I was elected President of The Wisconsin Society of Certified Public Managers® (WSCPM). In fact, it is time for me to reflect on the past two years as my term as President comes to a close at the end of this year. The Annual Meeting of the Society was held in Janesville on October 4 and I was given the opportunity to review what has been an outstanding experience. Among the highlights I was proud to report on:

## From the President

- Steadily increasing membership made possible by the efforts of the Board, development of new member packets, presence at graduation ceremonies and extensive improvement in record keeping for membership information.
- Ron Buchholz and Robbi Dreifuert serving as AACPM President and Consortium Chair respectively and simultaneously, solidifying the positive rapport our organizations enjoy.
- Development of strong partnerships with organizations such as the Register of Deeds and Oneida Nation, made possible by the hard work of CPM staff and Society leaders.
- Expansion of tools used to communicate with members including an outstanding newsletter, new brochures and stationery, and our own Website!
- Development of a Privacy Policy and several revisions to the By-Laws.
- Continuing education classes such as: Consolidation of Public Services; Human Resources: A Practical Approach; Verbal Judo; and Public Records, Privacy &

*(Continued on page 2)*

## Upcoming Activities

### AACPM 2007 Conference Planning Meeting

Tuesday, November 15, 2005, 11:30—1:00 at the Nitty Gritty "Dutch Treat" located one block north of the Kohl Center on Frances Street in Madison. RSVP to Mark Evans at [morpho6@tds.net](mailto:morpho6@tds.net) if you plan to attend.

**WSCPM Board Transition Meeting** — December 6, 2005 at 10:00 a.m. at RW Management Group, 1295 Appleton Road, Suite 2, Menasha.

### WSCPM Board Meetings 2006

- May 5—Madison, Dept. of Commerce
- October 3— TBD

## Welcome Home Ty Letto!

We are thankful for the safe return of fellow WSCPM member Ty Letto following his tour of duty in Iraq.



## Dianne Hughes—CPM Manager of the Year

Congratulations to outgoing president Dianne Hughes for her hard work and dedication to WSCPM. Dianne was chosen to receive the WSCPM “Manager of the Year” award for her outstanding record of public service, service to AACPM, WSCPM and her exemplary work as a public manager. She represents a truly outstanding model of leadership and citizenship. Dianne was presented with the award at the WSCPM Annual Board Meeting held in Janesville October 4, 2005.



Jeff Roemer presents “Manager of the Year” award to Dianne Hughes

### Record Breaker...

Membership in WSCPM has grown to 59 members in 2005!

This is the largest number of members in the history of WSCPM!

### President's Message Continued...

*(Continued from page 1)*

#### Supporting Technology.

- Development of a Speakers Bureau.
- Extensive planning for the 2007 AACPM Conference to be held in Madison in Sep. of that year. FORWARD in Public Management was chosen as the theme and an impressive logo designed to accompany it.

- Representation at AACPM Conferences in Topeka, Kansas and Manchester, New Hampshire, highlighted by our baskets, Mark Evan's stained glass creations, and presentations delivered by Mark and Society President-Elect Jeff Roemer.

- Ron Buchholz receiving the coveted Henning Award!

My greatest accomplishment is knowing that we have recruited new interest

in the Society while confirming the enthusiasm and maintaining the services and expertise of individuals who have served the organization for many years. Our challenge is to convince the 200+ CPM graduates that haven't joined the Society of what they are missing. In these times of significant difficulty for public sector managers, the networking and collaboration that occurs becomes more valuable than ever. We need to help them under-

stand and appreciate the value of membership.

It's been my honor and privilege to serve as President these past 2 years. I look forward to working with all of you in the years to come and sincerely thank the Board for their guidance, support and friendship. My best wishes go out to incoming President Jeff Roemer and the entire Board for what will be a guaranteed successful term in Office.

### Wisconsin Logo for 2007 AACPM Conference Takes Shape...

Much work has progressed on the creation of the official logo for Wisconsin when we host the 2007 AACPM Annual Conference in Madison. Thanks to Mark Evans for taking all the wonderful ideas that were submitted and having them made into a logo and theme that represents our state so well. The logo has been submitted to AACPM for approval and while some minor changes were suggested the logo itself was well received. Here's what AACPM member Herb Lanford had to say, “Wisconsin's proposed logo and theme for the 2007 AACPM national conference are impressive, as is the process which led to them. The elements of the logo compliment one another and the theme while linking the Academy, the Society and public management in a positive manner. My compliments and congratulations to Mark and the other members of the Host Committee.”



## Member Profile - Mike Casey

Born in 1947, in the wrong place at the right time, upstairs over a vacant lot in Portage, WI, resulted in being sent to the Green Bay Diocese Saint Josephs Children's Orphanage. That led to developing an urge to explore. (the chocolate candy was kept in the Nuns lower right desk drawer). When I arrived at the Casey household, with Adeline and Phil, and brother Tom, I was well on my way to being house-broken. Growing up was exciting with the whole family enjoying camping and fishing. My dad, brother and I were active in scouting, all becoming Eagle Scouts, along with being in Order of the Arrow, (this proved to be very important for me years later).

After graduating from Green Bay West in 1967, my uncle felt I should study abroad from 68 through 71, resulting in graduating from the NCO Academy. Our squad was made up of all Eagle Scouts from the Midwest. Together we earned many frequent flyer miles attending the University of South Viet Nam - School of Warfare. In April, 1997 I graduated from Wisconsin Certified Public Manager Program and also obtained Project Management Certification through the Oneida Tribe.

Family is very important to me. Christine and I were married in January, 1971 at Fort Wainwright Alaska. Our family reflects the American landscape with native American, European, Hispanic, and Asian roots. Our three children, (Michele, Jim and Sarah), are all graduates of the University of Wisconsin, Madison. The family is now spread out, living in Green Bay, New York, Golden Valley - Minnesota and Chicago.

Personal interests include classical folk music, art, antique/collector toys, antique and high performance cars and motorcycles, and of course our horses and dogs. I enjoy reading, the most influential book I ever read was "Road to Glory". From the community service side, I am a member of the Howard / Suamico Optimists and the Wisconsin Fire Inspectors Association.

Our family has a long history of public service, extending back to the American Revolution. As for Wisconsin, my father worked for the Wisconsin Employment Service, my brother worked for the University of Wisconsin - Madison, and then the D.O.A.. As for myself, I worked for Brown County Zoning from 1974 - 1995, before making my commitment to the next 7 Generations of the Oneida Nation. The past 10 years have been quite rewarding as the Oneida Nation has evolved from a Dependency Indian Tribe, to a self-sufficiency tribe, and finally a full Self Governance Sovereign Indian Nation. The work plan for my programs reflect the commitment to the next 7 Generations.

As for my prospective on Public Management, I believe in Performance Based Codes and programs instead of Proscriptive. A manager needs to step outside of the box and lead from the outside looking in. Every Public Manager should be required to read "WELL MADE IN AMERICA, Lessons from Harley-Davidson on being the Best", by Peter C. Reid. Cultural Sensitivity Training is a must.

When developing staff, I believe that "the student must be better than the teacher, or the teacher has failed." Everyone has a different perspective on what is success, the staff must realize that first, "Success is what their mind conceives, then they achieve". The final point staff must learn is, "the nice thing about having authority, is not having to use it".



Mike and his wife Christine on their horse Testament

## Buchholz Presented Coveted Henning Award

Ronald L. Buchholz, Deputy Administrator of the Division of Safety and Buildings in the Wisconsin Department of Commerce, was presented the Henning Award at the AACPM's 17<sup>th</sup> Annual Professional Development Conference on September 20<sup>th</sup> New Hampshire. Receiving his Certified Public Manager® credential in 1995 after completing all CPM training offered by the University of Wisconsin- Madison, Department of Professional Development and Applied Studies, Buchholz has served as President of both the Wisconsin Society of Certified Public Managers® (WSCPM) and the American Academy. Prior to serving as AACPM President, he had served as a member or chair of five different AACPM Committees since 2000, in addition to serving as a Wisconsin delegate to the AACPM's governing body, the House of Delegates, from 1998 and 2000 – 2003. Buchholz was elected as AACPM President-Elect in 2003.

At the state and national level, Buchholz has been instrumental in a number of capacities and committees. In Wisconsin, he has been a member of the State CPM Program Policy Board since 1998 and has served as its chair since 2002. He has served as WSCPM President, Historian and Executive Committee Board member, in addition to being recognized as the Wisconsin "Manager of the Year" in 1999. Buchholz also has served as the WSCPM Program Committee Chair. During his tenure with the AACPM, he has chaired the AACPM Conference Committee, Finance Committee, Elections Committee, Mentoring Committee and Bylaws and Ethics Committee. He also oversaw a comprehensive updating of the AACPM's web page and the development of the Academy's first electronic newsletter during his term as President in 2004.

Beyond his CPM certification, Buchholz is a registered architect in the State of Wisconsin and is the highest-ranking career Civil Service Manager in his agency, responsible for a division of 180 employees with a total annual operating budget of \$15,000,000. Among the innovations he has brought to his position is the development and implementation of a total reorganization of a major state agency based upon function, not program. The effort reduced the number of bureaus from seven to three, flattened the organizational structure, eliminated one level of supervision and was completed with no layoffs or staff reduction.

During a 32-year career with the Wisconsin Department of Commerce, Buchholz's professional service has witnessed a progression into positions of ever-increasing responsibilities and recognition. He has earned the State of Wisconsin's Career Executive and Senior Manager designation, and has received "Exceptional Performance Awards" and "Performance Recognition Awards" throughout his career.

Larry Totten of Kentucky, a past AACPM President and Chairman of the Henning Award Committee, reports "Ron was selected for this recognition from a strong field of nominees. His career accomplishments, community activities and efforts for both the Wisconsin CPM Society and the AACPM set a standard that his peers should strive to achieve. He truly represents the very best in Certified Public Managers®."

"This prestigious award is presented by the AACPM to an outstanding member who has made the greatest contribution to the certified public management program at the state and/or national level," Totten said. "The vision and leadership displayed by Mr. Henning remain to this day embodied in the Certified Public Manager® programs in nearly 30 states and in the American Academy of Certified Public Managers®. "

The Henning Award is named after Dr. Kenneth K. Henning of Athens, Georgia, whose vision of a quality management development program tailored to the needs of state and local government resulted in the design and implementation of the Certified Public Manager® concept. His hard work and dedication in the mid-1970's in Georgia were responsible for the establishment of the Georgia Certified Public Manager® Program, the American Academy of Certified Public Managers®, and the movement of the Certified Public Manager® concept to other states. Buchholz was one of seven AACPM fellows who were nominated for the 2005 AACPM Henning Award. The Henning Award was first presented by the AACPM in 1990. Buchholz is the 16<sup>th</sup> recipient of the annual recognition, and the first to be recognized from Wisconsin.



### Meet Your New WSCPM Board Members!

David Ryun, Treasurer; Debra Keckeisen, Member-At-Large; Rick Higgins, Secretary; Cathy Williquette, Member-At-Large; Jeff Roemer, President; Dianne Hughes, Past President; Ron Buchholz, Historian; Mark Evans, President-Elect (Left to Right).

Term of Office is for 2006-2007

**Wisconsin Society of Certified Public Managers®**

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**A Cadre of Management Professionals  
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**We're on the Web  
at  
[www.wscpm.com](http://www.wscpm.com)**

**The purpose of WSCPM is to improve the quality of managers in the public sector through promotion of comprehensive training, professional growth and high ethical standards of behavior. We also provide service consistent with efficient and effective management practices, along with demonstrating vision and competence in professional management.**

**Membership Benefits:**

- Recognition of commitment to professional standards
- Association with other professional managers
- Awareness of new developments in theory and practice
- Opportunities to contribute to professional public management projects
- Career development through continuing education
- Membership in the American Academy of Certified Public Managers® (AACPM)

**2005 AACPM Conference Points of Interest**

Thank you to all of you who contributed items for the Wisconsin basket which was donated by WSCPM to the AACPM Annual conference in New Hampshire. Once again our Wisconsin basket was a huge hit! Special thanks to Richard Holden for coordinating donations and for making sure the basket arrived safely!



(Above) Sue Waltz of South Carolina was the lucky winner of the Frank Lloyd Wright design stained glass made by Mark Evans.

(Right) Robbi Dreifuerst, in her role as Chair of the National CPM Consortium, cut the cake celebrating the 25th anniversary of its founding.



Wisconsin was well represented at the conference! (Standing) Mark Evans, Dianne Hughes, Mary and Ron Buchholz, Jeffrey Roemer. (Seated) Robbi Dreifuerst, Dr. Susan Paddock, Richard and Laura Holden.

