

**Managing Post
Recession:
A Delicate Balance**



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The Principle Differences In Pre and Post Recession Management

Financial Growth

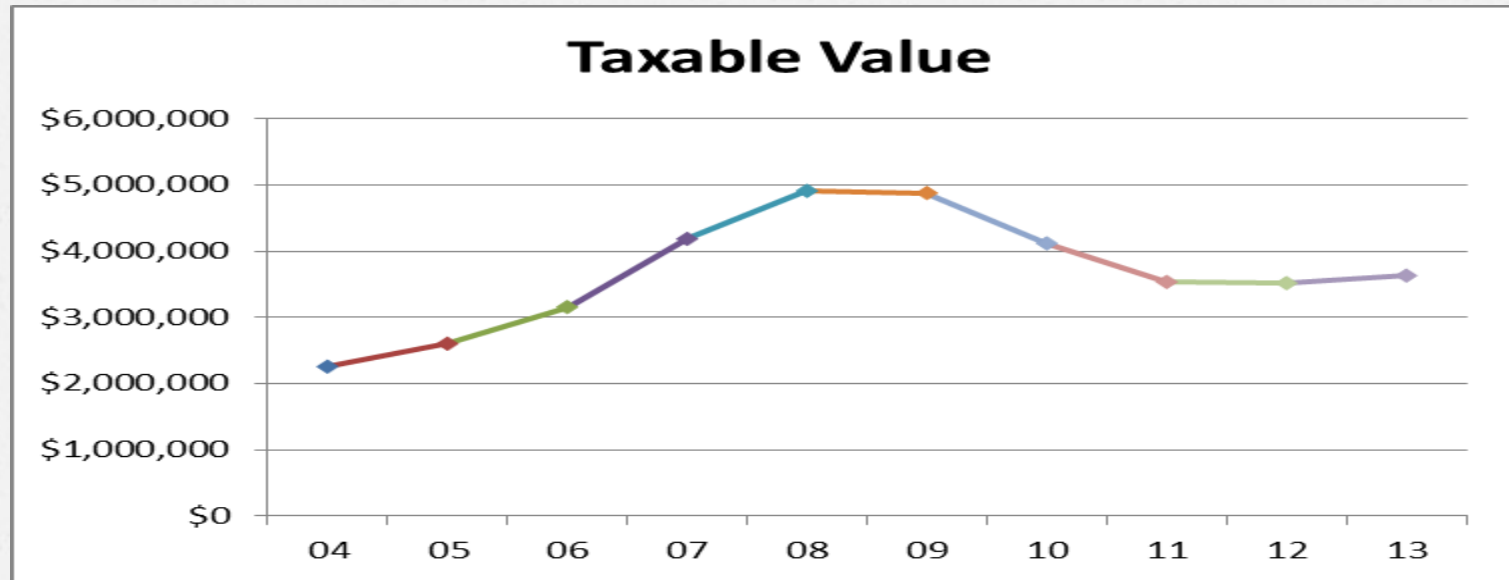
Employee Expectations

Community Expectations

Financial Growth

*You never let a serious crisis go to waste.
And what I mean by that is ...it's an
opportunity to do things you think you could
not do before, Rahm Emanuel*

Financial Growth



Percent change 17.0 15.4 21.2 32.6 17.3 -.7 -15.6 -14.6 .4 3.25

The trend of slow to no growth in taxable value necessitates consistent efforts towards cost reduction, innovation, and in some cases wholesale system evaluation and change.

Financial Growth

Challenges :

- o Legacy cost of pensions
- o Cost of benefits bargained in better financial times
- o Finding the "right size" for your organization

Opportunities:

- o Venue for balanced pension reform
- o Ability to evaluate historic pay plan structures
- o Use the financial climate as a driving force for the organization to focus and become strategic about the future.

Employee Expectations

Challenges:

- o Managing Morale
- o Finding the dollars to invest in employee development and training
- o Recession malaise

Opportunities:

- o Develop programs and initiatives that recognize outstanding performance
- o Make the investment in the professional growth of staff
- o Never loose sight of the fact that the “doing more with less” concept overtime disheartens your team
 - o Be Innovative, assign projects outside of the box, challenge them to be a problem solvers at all levels.

Community Expectations

Challenges:

- o Residents demand efficient service despite cutbacks
- o Residents want immediate progress and accountable process
- o Residents want smaller government, without impacting the services important to them

Opportunities:

- o The demand for efficient service in tough economic times opens the doors to innovation
- o The demand for immediacy and smaller government provides a platform to communicate with the residents about priorities

**Make it clear that you cannot be all things to all people,
at least not all at once.**

Questions



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