



 Association of  
Minnesota Counties

 **DDA**  
Human Resources, Inc.  
*a David Drown Associates Company*

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

AMC has offered this program at no cost counties, since 2016, to assist new administrators and coordinators make successful transitions into their new roles.

PATHWAYS is 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.
- Quarterly meetings with new colleagues.
- Connect to a statewide network of new managers.
- Connection to HR Technical Assistance Helpline.
- Link to MACA and regional groups.

### ABOUT THE TOPICS

- Working effectively with County Boards.
- Leadership development.
- Relationship development with elected department heads.
- Working effectively with appointed department heads.
- Performance management.
- Crisis response and management.
- Developing policy and procedure.
- Dealing with job stress.
- Professional growth.
- Others topics as needed.

