

# Award for Career Development

## In Honor of L. P. Cookingham

One of the comments most frequently made about Henrico County, Virginia's county manager is that he gives people a chance to try their wings.

William Franklin LaVecchia's employee recruitment efforts center around his philosophy that managers must have the courage and forethought to hire bright, enterprising individuals who can accept and delegate responsibility on their own. "In my experience, when you let people know you believe in them, they never let you down," says LaVecchia.



*William LaVecchia*

LaVecchia encourages his staff to continue their professional growth through academic pursuits and attendance at national and statewide government management conferences. He also advocates his staff's involvement in state and national professional organizations.

To his credit, LaVecchia has been mentor for and trained some of the finest local government executives in the state of Virginia. LaVecchia cares about the people he works with and has a real knack for helping his employees do their best. **PM**