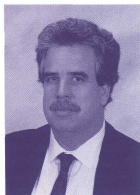


AWARD FOR CAREER DEVELOPMENT IN MEMORY OF L.P. COOKINGHAM



Richard J. White

Each year, ICMA presents the Award for Career Development to a corporate member who has made a significant contribution to the development of new talent in professional local government management. The award commemorates former ICMA President L.P. (Perry) Cookingham, who is credited with creating the local government internship. Richard J. White, town manager of Lexington, Massachusetts, is the recipient of this year's Cookingham award.

To many individuals, Richard White is a mentor first and manager of the city of Lexington second. His dedication to and enthusiasm for the local government management profession are reflected in his tireless devotion to hiring and mentoring students who aspire to become city managers. Inspired by the interest of the many young professionals who are eager to broaden their local government knowledge and obtain firsthand experience, Mr. White initiated the Lexington Management Intern Program.

Each year, the city hires two to three interns and gives them an opportunity to get involved in local government management. One component of the comprehensive program is a year-long apprenticeship for individuals who have completed a master's program and one or more summer internships. The well-structured program emphasizes exposure to the various components of city management and the virtues of good government. It also stresses independent thinking, teamwork, and good written and oral communication skills. Under the program, interns gain new insights into the importance of good council-manager relations, personnel issues, budget preparation, citizen involvement, committee work, contract administration, and cost-effective programming.

Mr. White plays a key role in the career development of each intern, and his involvement with students' progress throughout all stages of the program has earned him a reputation as a supportive, dedicated, and motivational advisor. Using both formal and informal means to discover individual strengths and weaknesses, he

observes each intern's progress and challenges him or her to strive toward new heights, often pushing participants far beyond their expectations.

One of the most inspirational and beneficial aspects of the program is the way Mr. White uses one-on-one evaluations and discussions to monitor the progress and individual career growth of each program participant. He prides himself on providing his interns with challenging, thought-provoking assignments that give them a realistic idea of the demands of a local government career. Typical duties assigned to Lexington program interns include analyzing management issues, writing job descriptions, and developing feasibility studies and surveys.

Active in regional municipal management associations and ICMA, Mr. White encourages employee participation in sponsored events and programs that enable employees to perform their jobs better. Reflecting on her Lexington intern experience, a former intern writes "[Mr. White's] dedication to the intern program and to shaping the careers of young professionals is unparalleled. The experience I gained from the program as an aspiring city manager was invaluable."

Through his ongoing efforts to increase development opportunities and better prepare individuals for successful careers in local government, Mr. White consistently serves as an excellent role model for management professionals everywhere.