

The Interim (Assistant) City Manager Position

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Goodyear's Interim (Assistant) City Manager Position

- Program Implementation
- Program Highlights
- What Worked and Lessons Learned



Program Implementation

- Began as a cost savings initiative
- Seniority, knowledge of organization, well-respected and proven leadership
- Skill sets of Interim Assistant City Manager determined department assignments
- Two year maximum assignment

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Program Highlights

- Four individuals experienced the role and responsibilities
- Leadership opportunities
- Big picture view of organization
- Introduction of new ideas and approaches to issues

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What Worked and Lessons Learned

- Two year assignments
- Great opportunity to test drive
- Succession planning
- Career planning

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Transitioning Back.....



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What Worked and Lessons Learned

- When it doesn't work – return to original position
- Very difficult for some to transition back
- Next time - competitive selection process

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Questions/Comments?



