

## ***Matt Langley Bell III Award Nomination***

It is both my honor and my pleasure to recommend the Honorable Janice A. Warren, Citrus County Tax Collector, as a nominee for the Matt Langley Bell III Award.

From the beginning of her service as Tax Collector in 2000, Janice has had a passion and a vision for equipping those in leadership with the skills and knowledge needed to best serve our taxpayers. She recognizes the ability to lead effectively does not happen without coaching, mentoring and educating.

When Janice Served as Education Chair for the Association, she was able to involve staff from all over the state. She began by listening to real concerns from our leaders and instilling her own passion for training and education. She recognized that bringing those in leadership together would foster relationships through networking and personal one-on-one support from peers.

Janice worked closely with Carolyn McMorran from Valencia College to design a leadership program which could be offered through our Fall Education Forum. Making the education opportunity accessible, affordable and reasonable in terms of the investment of time was essential to its success. Janice believes this investment in our staff results in reaping a reward which far surpasses the initial cost.

Evidence of the success of the program is the fact that it continues to draw interest from staff members who are willing to spend four hours on a Sunday for training, give up a free afternoon for more training and then attend a class after the conference is ended. It is obvious Janice has tapped into a truism of human nature. We all want to be the best we can and continuing to invest in our staff is a key to their commitment to public service through the Tax Collector's office.

I am proud to say I am a graduate of the Executive Leadership Program myself, as well as four of my Directors. So far, we have also sent eight others through the Supervisor Academy with plans to send 3 more this year. Feedback from our staff has been nothing but positive. They have overwhelmingly raved about the speakers, content, and the fact that the information is useful and applicable to their day-to-day experience. I will continue to utilize this program to provide foundational training to my leaders.

Janice's efforts on behalf of our association will be far reaching for years to come. When I consider the criteria for this award, there is no doubt, Janice embodies the qualities of a person who looks to support others, is an innovative thinker who seeks out ideas and one who leads the charge through being an enthusiastic volunteer. Her efforts have been meaningful and impactful. She is well deserving of this award and I wholeheartedly offer my nomination.

Submitted by:

Honorable Bruce Vickers  
Osceola County Tax Collector