




2026 FL Chapter Technical Committee Report

Committee Name:	Leadership and Management
Meeting Frequency:	Every 2 months
Vision and/or Goals:	Create a mentorship program, assist agencies with filling emergency PWD roles, present leadership topics at events/meetings

Name	Attended (Jan 21 & Mar 8, 2026)	Email	Years on Committee (with Expanded Goals)
Committee Chair			
Elia Twigg (Co-Chair)	XX	eliatwigg@lanticsolutions.com	2025
Dr. Addie Javed (Co-Chair)		Addie.Javed@yahoo.com	2020
FL LTAP & USF Team			2020
Thomas Werner		twerner@minneola.us	2025
Ramone Medwinter		Rmedwinter@cityofwinterpark.org	2025
Lee Plourde	XX	Lplourde@cityofsebastian.org	2025
Harry Lorick		hlorick@laconsulting.com	2025
Dwight Thomas		wdthomas@alachuacounty.us	2025
Brittany Hart		bhart@mywinterhaven.com	2025
Brynt Johnson	XX	brynt.johnson@sanfordfl.gov	2025
Sue Bartlett	XX	suzanne.bartlett@Dunedin.gov	2025
Michael Iobianco		mhlobianco@gmail.com	2025
Jonathan Hayes		jhayes@panamacity.gov	2025
Nadeca McLaughlin		Nadeca.McLaughlin@pbfl.gov	2025
Pete Cavalli	XX	executive@tampabaytraining.com	2025
Joshua Johnson			2025
Billy Ingram	XX	bingram@largo.com	2025
HAYLEY EMMANUEL		hemmanuel@coralsprings.gov	2025
LaKysha Perkins		Lperkins@gadsdencountyfl.gov	2025
Nikhil Chowdhary	XX	nchowdhary@laconsulting.com	2025
Marcello Tavernari		Mtavernari@bayerunited.com	2025
Kristiana Patience		Kristiana.patience@islamorada.fl.us	2025
Matt DeVito		mdevito@panamacity.gov	2025
Todd Gooding	XX	Tgooding@mywinterhaven.com	2025

Updates to provide at Executive Committee Meetings	
Target magazine article topic /dates	SPRING 2025 - Enhancing Professional Development in Public Works: A Comprehensive Approach, By Peter Cavalli, MPA Learning to Lead Again: Rethinking Assumptions in Public Works by Billy Ingram SUMMER 2025 – Organizational Transformation: Elevating Attitudes to Fuel Success, by Dr. Keith Clinkscale and Dr. Addie Javed FALL 2025 - Workforce Development as a Core Leadership Strategy in Public Works Management, By Peter Cavalli, MPA

	<p>FALL 2025 – Leading with Respect: Customer Excellence and Collaboration in Public Works, by Dr. Addie Javed</p> <p>Future / 2026 –</p> <ul style="list-style-type: none"> • Mentor/Mentee program • Asset management with leadership • Response after storms
<p>Chapter webinar topic/date</p>	<p>Feb 2026: Mastering Building Facility Systems & Maintenance: From Planning to Performance (Town of Jupiter)</p> <p>Apr 2026: Culture before Code: Aligning AI, Operational Excellence and Employee Engagement (Palm Beach County)</p> <p>May/June 2026: Emergency Management and Public Works (Public Works as First Responders Series)</p> <p>Proposed in coordination with FACERS and following agencies – Orange County, Hardee County, City of Gainesville, City of Sarasota, Sumter County and Sarasota County.</p>
<p>Florida Public Works Institute</p>	<p>Elia Twigg – presented at the PWI on January 30th – Unit 1: Supervisory Techniques and Skills</p> <p>Two of three training Modules were organized in Jan and Mar. Next one is in May 2026. Each module is 30 hours.</p>  <p>← ↻ https://florida.apwa.org/education/public-works-institute-classes/</p> <p>Indian River State College</p> <h1>AMERICAN PUBLIC WORKS INSTITUTE</h1> <p>Three Learning Modules: Week-long Training</p> <ul style="list-style-type: none"> • Module 1: Supervision • Module 2: Management • Module 3: Leadership <p>8AM-5PM</p> <p>January, March and May 2026</p> <p>Indian River State College Pruitt Campus</p> <p>Receive a 10% discount at checkout, when you register for all three modules at once</p> <p>REGISTER NOW</p> <p>Phone Number: 772-336-6211</p> <p>Website: https://tinyurl.com/yc3v85ey</p>
<p>FACERS Conference (FAC Fall 2025)</p>	<p>Presentation on Organizational Culture and Strategic Transformation.</p>
<p>Tampa 2026 expo presentation topic</p>	<p>Peter Cavalli presenting:</p> <ul style="list-style-type: none"> • Conflict Resolution for Public Works: Strategies for Effective Management • Strategic Planning in the Field of Public Works <p>Brittany Hart presenting:</p> <ul style="list-style-type: none"> ❖ Importance of Telling your story in PW ❖ Leadership Lessons in Sitcoms



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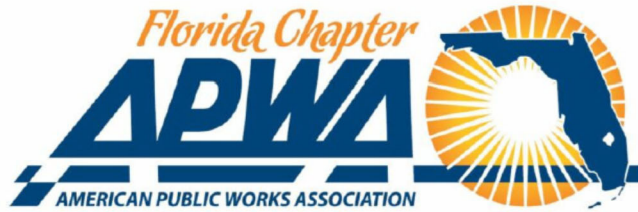
	<p>Addie Javed presenting with Town of Jupiter:</p> <ul style="list-style-type: none"> Leading with Respect: Customer Excellence and Collaboration in Public Works
Communication with national committee	Representation at APWA PWX 2026 (and APWA FL Expo 2026), and participation in multiple sessions.
Budget requests (due in April, but exceptions can be made)	<p>Committee previously requested \$3K for attendance by the Top 10 Recipient at the 2026 NPWW Reception, and meeting with the Member of Congress organized by the APWA Government Affairs Team in Washington.</p> <p><i>Future Request: would be to possibly host a coffee meeting for the Mentors and Mentees at the FL Chapter Expo next year (2027).</i></p>

Subcommittees	Work Plan
Title of Subcommittee 1:	Purpose of Subcommittee 1: Mentor/Mentee
Subcommittee 1 leader:	<p>Task 1: Create a program for the mentors/mentees to get connected CREATED PROGRAM – Info went out and applications due on January 31</p> <p>Accomplishments to Date</p> <ul style="list-style-type: none"> Created and distributed Google Forms for both mentors and mentees. Designed program flyers, which were published in the Florida Public Works Magazine – Winter 2025 issue. Coordinated advertising through the APWA Florida email newsletter and advertised 2 times. Partnered with individual APWA Florida branches to help spread awareness statewide. Current participation: 6 mentors and 7 mentees have signed up to date. Nikhil has a call scheduled with a prospective mentor this Friday, January 23. Two additional APWA Florida email newsletters will go out before the application deadline on January 31 to support the final push for participation. <p>Next Steps</p> <ul style="list-style-type: none"> February 1 – March 31, 2026: The subcommittee will review all applications, match mentors and mentees, and notify participants. DONE During the Florida Public Works Expo in Tampa, we plan to host a Kickoff Lunch or Coffee Meet to bring the newly matched pairs together and start the program off strong.

Help needed or requests to the FL Chapter Executive Committee:
Budget request to attend events hosted by the APWA Government Affairs Team in Washington.
Open Discussion:
Discussed topic description/syllabus for the PWI. Discussed Peter and Harry meeting up with the PWI leaders to help define what should be taught with the various topics.

APWA Florida Mentorship Program

Connecting Today's Leaders
with Tomorrow's Innovators



Are you ready to grow, give back, and make a lasting impact in public works?

The APWA Florida Mentorship Program connects experienced professionals with early-career and young professionals for a year of growth, learning, and leadership development.

Who Can Join

- **Mentors** - Seasoned APWA Professionals ready to share knowledge and guide the next wave of leaders.
- **Mentees** - Public Works professionals of all disciplines seeking direction, networking, and career development.

Goals

- Build meaningful mentor-mentee connections
- Support career growth and leadership development
- Strengthen engagement within APWA Florida

Interested? Apply via Google Forms:

Applications due January 31, 2026 - Limited Spots available!
Questions? Contact: nchowdhary@laconsulting.com



Mentor Form



Mentee Form