Public Sector
LEADERSHIP ACADEMY

A collaboration and partnership between local public agencies

Your opportunity to learn

from those who lead in our community

August – November

I.   Public Policy

Purpose: Understand the components and criteria for recommending good public policy, including but not limited to:

- Good data
- Economic feasibility
- Public input
- Political sensitivity and competing values
- Viable options

II.   Public Sector Principles and Leadership

Purpose: Learn the leadership competencies required to address the big challenges facing local government agencies, and understand the context of local government and the guiding principles that make good public policy, including:

- Transparency
- Accountability
- Social equity
- Environmental responsibility
- Community as partner

III.   Civic Engagement

Purpose: Understand the skills and dynamics of civic engagement, including but not limited to:

- What civic engagement is and is not
- Benefits
- Obstacles
- Necessary behavior changes in staff, elected officials and citizens
- Methods

IV.   Ethics

Purpose: Despite years of training and literature to promote good ethics, ethical failures continue to plague our public and private institutions. This practical, interactive session will address:

- What "ethical" means
- Institutionalizing ethical behavior
- The moral compass
- When things get fuzzy (case studies)
- Lessons learned (e.g. in Bell, California)

Purpose of the Academy:

The Academy was designed to give public sector management employees the opportunity to hear the newest and most innovative concepts and practices from top leaders in our community.

Participants will have the opportunity to hear and learn the dynamics and context of leading and managing in the public sector in order to be more strategic and effective in the development and implementation of quality public policy. Speakers for the Academy are current and retired local City and County Managers.

Academy Design:

There are eight sessions on various topics which are important to up-and-coming leaders in the public sector. Each session provides the opportunity to hear diverse perspectives and experiences. The sessions are in the mornings and will be held in San Mateo starting in August and ending in November.

V. Performance Management: From Vision to Results

Purpose: Learn about best practices in community priority-setting, and the skills needed to create a line of sight from employee goals to community goals and results. The following elements of a collaborative performance management system will be covered:

- Visioning and strategic planning
- SMART goal-setting
- Relationship between supervisor and direct reports
- Operational Goals vs. Development Goals
- Ongoing coaching and feedback
- Performance dashboards

VI. Employee Engagement and Development: Practical Strategies to Maximize Potential and Performance

Purpose: Understand your role as a manager and team member in making your organization a more effective and motivating workplace. Learn how to work in collaboration with Human Resources to develop successful strategies in such areas as:

- Employee Engagement
- Training and Development
- Succession Planning

VII. Future Trends and Leadership Skills

Purpose: Understand what managers and leaders must know to be successful in the next five years, including but not limited to:

- The new normal requires government to do different things, not the same old things differently
- Leadership: It is what is missed in too many local governments
- Community Building: It is the most important piece of infrastructure you can build
- Civic Engagement: Citizens are changing and demanding more say
- Sustainability: If we get this wrong then nothing else matters

VIII. Stump the "Chumps"

Purpose: This session is an opportunity for participants to ask questions of the panel members and hear responses from panelists based on their wide variety of experiences.

Target Audience:

This Academy offering is targeted to local city and county management employees interested in leading in the public sector.

Academy Cost:

Training Consortium Members: $25/session

Non-Members: $50/session

Your organization will be billed following your attendance of a session. Registrants must withdraw at least 2 weeks prior to a scheduled session to avoid being billed $25.00 for late cancellation. All "No-shows" will be charged $50 for the missed session(s).

This Academy is being offered by the Regional Training and Development Consortium for Public Agencies. Special recognition goes to the following Cities/County for their contributions and session(s) development:

City of Palo Alto

San Mateo County

City of Redwood City

San Mateo County

City of Brisbane

City of San Bruno

City of Daly City

City of San Mateo

City of Mountain View

How to Apply:

Seating is limited, don't delay!

Participants may enroll in individual sessions; those who attend all eight sessions will be awarded a certificate of completion.

When expressing interest, you must provide your job title, name of organization, e-mail address, and the specific session(s) you are interested in attending.

City employees: **please contact your HR Department to apply.**

County employees: **please e-mail Noel Coloma at ncoloma@smcgov.org**

For questions about the Academy, you can call Noel Coloma at (650) 363-4948.

YOUR CAREER GROWS HERE