

2015 MANAGEMENT DEVELOPMENT PROGRAM

A program designed to continue the professional development of managers, with sessions conducted by County executive managers. Participants will enhance their understanding of County practices and operations, and develop and practice essential leadership skills.

Session topics include:

Leading with Emotional Intelligence

What you can learn from your EQ, and how to apply it in developing your professional development goals. Book assignment.

Leading with Shared Vision 2025

Shared vision, shared commitment. An overview of the County's shared vision, community goals, and leadership expectations.

Leading from Vision to Results

Performance Management Overview. Alignment to County vision and goals; collaborative planning and priority-setting; resource allocation; agile approach to evaluating and improving performance.

Leading Strategically

Choosing and selling great ideas.

Leading Your Team

People Management Skills: Goal development and alignment, coaching, value-added feedback, and the evaluation process.

Leading a Culture of Engagement

Techniques and resources including: Employee engagement, onboarding, and succession planning.

Leading through Forecasting and Planning

Budget and Financial Management. Understand and apply basic concepts to budget development and monitoring, mid-year review, and year-end closing.

Leading through Data Analysis

Data 101—Outcome/Evaluation. Learn how to collect, interpret, analyze, and present data.

Leading through Process Improvement

Identify wasteful activities, map processes (as-is and to-be), and effectively organize work processes (Lean).

Leading Partnerships

Understand management and union roles and responsibilities, and the importance of maintaining good working relationships/labor relations.

Leading by Example

Workplace Ethics. Review of the new whistleblowing program and online training, along with case studies.

Leading Involves Resiliency & Networking

Techniques for staying resilient and establishing a strong network. Review of goals and book assignment.