



LEADERSHIP ACADEMY

Santa Clara County

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Local governments in Santa Clara County have formed a cooperative to offer a Leadership Academy for emerging leaders. The Leadership Academy consists of seven sessions (one session per month) to be held in the City of Cupertino. The curriculum of this certificate program consists of in-class presentations by City Managers and other local government leaders, critiques of case studies, a team project, and follow-up alumni events.

The goals of the Leadership Academy include:

- To create a cost-effective talent development program for the participating jurisdictions.
- To enhance the leadership skills of the participants.
- To assist the participating local governments in their succession planning efforts.
- To enhance the network of participants across local government agencies in the County.
- To offer employees positive development opportunities and motivating experiences in tough times.

The cost per participant for each agency is \$800.

Our Inaugural Class of 2010 consisted of a diverse group that included a range of professionals such as:

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| *Battalion Chief | *Police Corporal | *Senior Deputy Marshal |
| *Economic Development Manager | *Engineers | *Environmental Affairs Coordinator |
| *Operations Manager | *Planner | *Web Specialist |

LEADERSHIP PROGRAM

Curriculum	Date
Session 1: The Essential Nature of the Leadership Task	April 28, 2011
Session 2: Communication Skills	May 26, 2011
Session 3: Employee and Citizen Engagement and Community Building	June 23, 2011
Session 4: The Freedom to Think, The Courage to Act	July 28, 2011
Session 5: Creative Budget Responses to Economic Meltdown	August 25, 2011
Session 6: Talent Development and Coaching	September 22, 2011
Session 7: Political Astuteness and Resiliency / Graduation Ceremony	October 27, 2011

~Testimonials from Fall 2010 Participants~

“The class really empowered me to become more assertive in my position - take risks, ask the difficult questions. I feel a strength since leaving the course that I did not have when I entered, that was built into my core through the repetition of lessons, conversations, coursework and readings the course provided. And at the same time, I feel more agile, more competent, re-invigorated by the tools that I gained the last Thursday of each month and the colleagues established across Santa Clara County that I can look to for problem solving and collaboration for the remainder of my career.”

“The leadership academy experience helped to demystify for me the world of upper-level management, giving me insight & tools to use in serving as a more confident participant within my management team. Participating in the Academy helped me to realize that I am capable of accomplishing far more as a leader and team-member than I previously believed.”

“The most valuable thing I learned is that leadership is a journey not a destination. Concurrently, I learned that, along your leadership journey, taking calculated risks can result in great pay offs.”

