

LEADERSHIP ACADEMY CURRICULUM MAP & LEARNING PATHWAY

A structured leadership development pathway for emerging leaders, supervisors, and managers



Audience: Emerging Leaders (voluntary) | Supervisors & Managers (required)



Format: 8 required courses | Monthly, Fall-Spring



Delivery: Most courses virtual (3-4 hours)



Completion: All 8 courses required for Leadership Academy Certification, plaque, certificate, and Board recognition



PHASE 1: LEADERSHIP FOUNDATION

Establishes the County's shared leadership philosophy and core expectations.



High Performing Organization (Flagship)

Leaders at all levels • Intent-based leadership • Ownership, clarity, competence, accountability



PHASE 2: SELF-AWARENESS & COMMUNICATION

Build self-awareness and strengthen day-to-day leadership communication.



DiSC Personality Styles & Emotional Intelligence

Self-awareness • Empathy • Adapting communication • Working across differences



Leading with Effective Communication

Clear expectations • Active listening • Difficult conversations • Team communication



PHASE 3: TRUST, ACCOUNTABILITY & TEAM PERFORMANCE

Create the conditions for high-performing teams and stronger culture.



Building Trust in High Performing Teams

Trust • Psychological safety • Recognition • Collaboration



Performance Management

Coaching • Feedback • Expectations • Accountability



Facilitation Skills

Meetings • Participation • Group process • Shared ownership



PHASE 4: LEADING WORK & CHANGE

Apply leadership skills to priorities, delegation, and organizational change.



Time Management

Prioritization • Delegation • Productivity • Focus



Change Management

Leading through change • Communication • Resistance • Morale



LEADERSHIP ACADEMY CERTIFICATION

Certificate • Plaque • Board Recognition

PARTICIPANT OUTCOMES



Use HPO language and tools in daily supervision



Lead more effective team conversations



Delegate using intent-based leadership



Give feedback more confidently



Build trust and accountability



Understand how engagement connects to retention



Apply leadership skills to real County workplace scenarios



LEADERSHIP BOOK CLUB (1-2 times per year) complements the Academy through reflection, connection, and practical application.