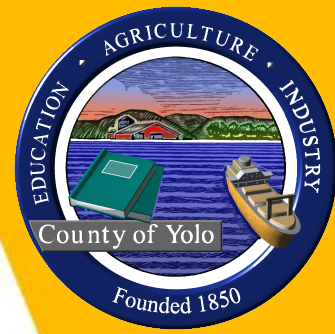


# **NACo High Performance Leadership Academy**

## **Staff Professional Development Recommendations**

**Cindy Perez**

County of Yolo  
County Administrator's Office  
Department of Human Resources



# National Association of Counties (NACo) High Performance Leadership Academy

## Leadership Training Opportunity

- The National Association of Counties (NACo) High Performance Leadership Academy is a modern, online education program meant to prepare County government professionals to exercise practical leadership skills that yield high-impact results for counties and communities. This program was chosen as an accessible and innovative professional development avenue for Yolo County employees.
- Yolo County has participated in this program as well as comparable leadership training offerings over the past several years. Several Yolo County staff graduates from the NACo High Performance Leadership Academy (HPLA) have engaged in this webinar-based distance learning program that provides the convenience of asynchronous, self-paced learning to accommodate busy work schedules.

The course curriculum focuses on five practical skills:

1. **Lead:** Engage teams and stakeholders to foster positive climates and exceed common expectations.
2. **Organize:** Plan, lead and execute organizational change more effectively and consistently
3. **Collaborate:** Establish alignment and strong partnerships through building stronger relationships.
4. **Communicate:** Create clarity, confidence, and community.
5. **Deliver:** Measure projects and processes to deliver results aligned with county and community priorities.

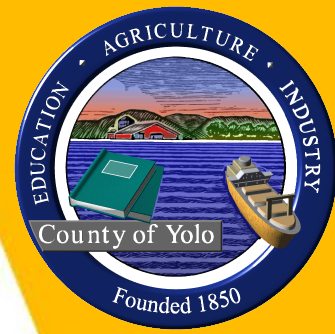
# Value Proposition and Advantages

## Value Proposition:

- NACo is a nationally recognized, renowned, and wide-reaching association that currently serves nearly 40,000 county elected officials and 3.6 million county employees. The High-Performance Leadership Academy credential not only provides immediate learning opportunities but also benefits Yolo County employees throughout their career. It is anticipated that this can be the County's consistent, organization wide professional-development program.

## Advantages afforded by the HPLA:

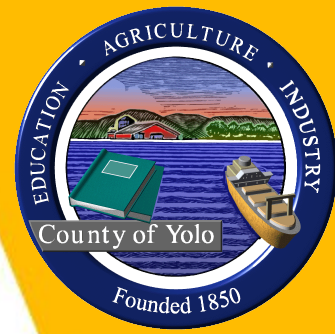
- Personalized Learning- The learning opportunities were multimodal, challenging, and encouraged regular personal reflection which encourages participation.
- Flexibility- Virtual, asynchronous learning provides the means to incorporate this learning into the workday schedule with ease.
- Immediacy- This program also allowed for managers to bring leadership and mentorship into their weekly check-ins with staff enrollees. This raised the content's relevance by applying learned skills with immediacy to current county projects.
- Cost-Effective- County staff enrollment in the NACo HPLA can be an effective, cost-saving alternative that provides staff with a positive professional development experience. Staff believes this to be a more cost-effective alternative as it compares to other professional development avenues which often require high transportation costs and a non-flexible schedule for staff.



# Yolo County HPLA Graduate experiences

Yolo County HPLA graduates expressly endorse this professional development opportunity for the valuable and efficient learning benefits that address the specific leadership needs of county government employees.

- **Graduate #1- Berenice Espitia Testimony:**
  - “This program gave me the ability to recognize my current strengths I had previously overlooked. This clarity helps me to develop my strengths and areas of growth to be a stronger leader to the County.”
- **Graduate #2 – Cindy Perez Testimony:**
  - “This program provided me with the standards for clear public-speaking communication skills and presenting data more effectively.”
- **Current Participant- Yana Pavlova Testimony:**
  - “I have enjoyed connecting with, and learning from, leaders in other counties across the United States as we build a network with a shared vision for providing stellar services to our communities.”

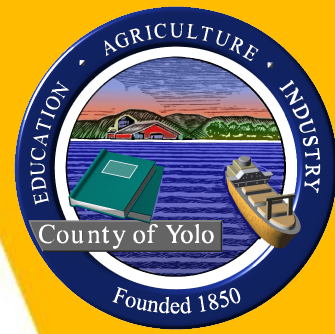


# Recommended Enrollment Criteria

Currently, NACo is able to offer discounted pricing when either 5 or 15 program slots are procured as a bundle.

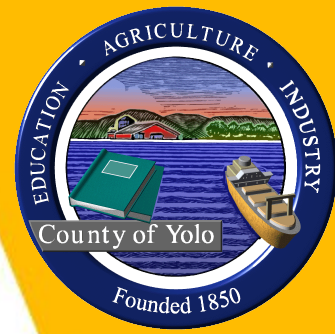
Generally, a substantially larger discounted price is attained with the higher number of slots. In order to bring increased order, equity, and continuity to the distribution of these slots, **the County Administrator's Office proposes to adopt the following criteria:**

1. Current or future practice involves public speaking and effective communication.
2. Current or future practice involves data analysis and writing reports.
3. Have demonstrated pronounced growth in their existing role.
4. Have demonstrated the County's core values (SPIRIT) in the professional environment.
5. Are current or emerging leaders who manage teams or are preparing to do so in the future.
6. Engage successfully in self-paced and independent learning opportunities.
7. Engage teams and stakeholders to deliver projects and procedures.



# Funding and Associated Costs

- The NACo Member County associated cost per enrollee begins at \$1,000 per student if we procure 15 slots. As funds allow, the County can support 5 to 15 employees participating in the experience.
- Each year, when funding has been secured and the program becomes available through NACo, an application process shall be opened by the Department of Human Resources. The program shall be administered by the Department of Human Resources.
- The County Administrator shall appoint a minimum of 5 county department heads, or designees, to serve on the application review and selection committee which shall apply the established criteria.



# Recommended Actions:

- A. Receive informational presentation on the NACo High Performance Leadership Academy as a potential organization-wide professional development opportunity.
  
- B. Receive recommendations for future candidate selection process for the NACo High Performance Leadership Academy.