

# 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.