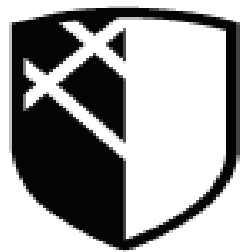


# **NACo High Performance Leadership Academy**

**FEBRUARY 21, 2023**





PROFESSIONAL  
DEVELOPMENT  
ACADEMY

WE MAKE LEADERS BETTER



*“This is a transformational leadership program that has proven to be the most scalable, cost effective, and efficient way to make your leaders better.”*

*-General Colin Powell*



# HIGH PERFORMANCE LEADERSHIP ACADEMY



PROFESSIONAL  
DEVELOPMENT  
ACADEMY  
WE MAKE LEADERS BETTER


# COURSE DETAILS


- 12 Week Online Course
  - Combination of reading, recorded sessions, real-time webinars, and small group discussions.
  - 2 live webinars per week (cohort & whole class)
  - Learning assignments Monday – Thursday (35 minutes to 1 hour)
  - Dashboard to track progress

**“HPLA was designed specifically for the unique challenges and opportunities of serving in county government.”**










**1.3 It's All About People**

Wednesday 14 December 


 Your Leadership Scorecard	Completed 
 Managing Metrics Needs Soft Skills	Completed 
 Struggling Employees	Completed 
 Intentional Influence	Completed 
 Goldsmith's Guide to Leadership - Eight Rules	Completed 
 Powell on Leadership – Helping Others Improve	Completed 
 Parting Advice	Completed 
 Oath of a Leader 	30 minutes 





**1.4 Breakout Group Meeting**

Lesson Completed 

 Share Your Oath with Your Manager	Completed 
 Post-Program Assessment	Completed 
 Group Breakout Discussion	Completed 

**1.5 Live Event**

Lesson Completed 

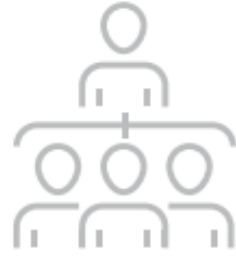
 Live Event	Completed 
 Please Provide Feedback – Course and Program Survey	Completed 

## THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



### **LEAD:**

Engage teams and stakeholders to foster positive climates and exceed common expectations



### **ORGANIZE:**

Plan, lead and execute organizational change more effectively and consistently



### **COLLABORATE:**

Establish alignment and strong partnerships through building stronger relationships



### **DELIVER:**

Measure projects and processes to deliver results aligned with county and community priorities

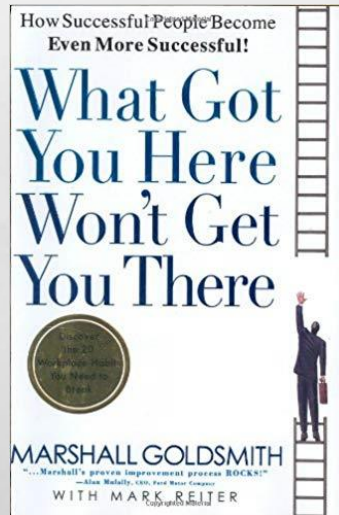


### **COMMUNICATE:**

Create clarity, confidence and community

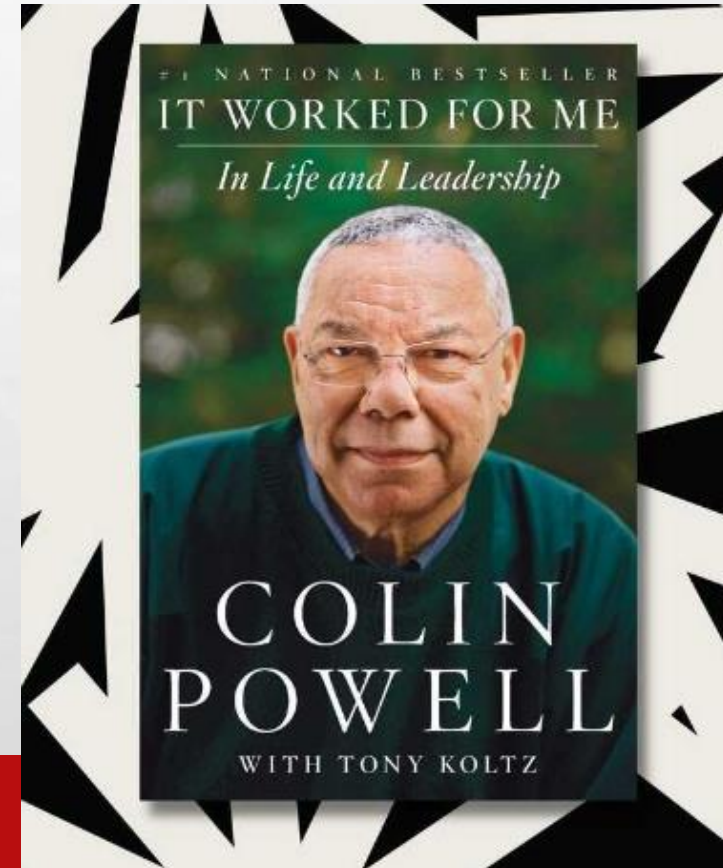
# COURSE DETAILS – GOLDSMITH & POWELL

- Dr. Marshall Goldsmith's Guide to Leadership – 8 Rules



1. You might not have a disease that behavioral change can cure
2. Pick the right thing to change
3. Don't delude yourself about what you really must change
4. Don't hide from the truth you need to hear
5. There is no ideal behavior
6. If you can measure it, you can achieve it
7. Monetize the result, then create a solution
8. The best time to change is now

# COURSE DETAILS – GOLDSMITH & POWELL





# 13 Rules of Leadership

1. It ain't as bad as you think. It will look better in the morning.
2. Get mad, then get over it.
3. Be careful what you choose. You may get it.
4. Don't let adverse facts stand in the way of a good decision.
5. Check small things.
6. Share credit.
7. Remain calm. Be kind.
8. Have a vision. Be demanding.
9. You can't make someone else's choices. You shouldn't let someone else make yours.
10. Avoid having your ego so close to your position that when your position falls, your ego goes with it.
11. Don't take counsel of your fears or naysayers.
12. Perpetual optimism is a force multiplier.
13. It can be done!

# **PERPETUAL OPTIMISM IS A FORCE MULTIPLIER**

**“ Perpetual optimism, believing in yourself, believing in your purpose, believing you will prevail, and demonstrating passion and confidence is a force multiplier. If you believe and have prepared your followers, the followers will believe.”**

**\*\*Be grounded in your view of the future.**

# 5 ESSENTIAL SKILLS - COMMUNICATION

“ The art of communication is the language of leadership.”

**Communication is key when initiating change, sustaining change, implementing change, and negotiating.**

**\* Small scale/large scale**

**ONE team, ONE plan, ONE goal.**

# OTHER LESSONS...

- **MEASURING PERFORMANCE**
- **THE POWER OF MINDSET**
- **EMPOWERING YOUR PEOPLE**
- **PROCESS FOR EFFECTIVE CHANGE**
- **COMMUNICATION BARRIERS**
- **INFLUENCE AND MOTIVATION**
- **INSIGHTS ON NEGOTIATION**
- **MUTUAL GAINS APPROACH**
- **MANAGING CONFLICT**
- **CRUCIAL CONVERSATIONS**
- **KINDNESS WORKS**



**“YOU BRING THE WEATHER”**



**QUESTIONS??**