

# NACo High Performance Leadership Academy

The **NACo High Performance Leadership Academy** is an online 12-week program that will empower frontline county government professionals with the most fundamental leadership skills to deliver results for counties and communities.

**Without traveling away from the county, participants will use an online, interactive learning platform to engage in live events, video sessions and breakout group discussions.**

With a robust curriculum developed by the Professional Development Academy <<https://www.pdaleadership.com/>> in a partnership with Fortune 1000 executives, public sector leaders, world-renowned academics and thought leaders, including General Colin Powell and Dr. Marshall Goldsmith, it 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

**COMMUNICATE:** Create clarity, confidence and community

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

A world-class faculty of prominent public, private and university sector leaders will deliver each course. All module content is guided by an expert moderator.

**Who should participate?**

The program is designed for county professionals – specifically entry- to mid-level county staff.

Each participant remains accountable for their training and progress through the direct involvement of their supervisor at the county. Supervisors are encouraged to meet with participants and review the program content as related to individual development plans. Supervisors also receive regular dashboard reports that outline the learning progress of the program participant.

**What is the time commitment?**

The program is built to accommodate busy work schedules without interfering with daily operational responsibilities. Participants must commit to spending about 3-5 hours per week engaged with the program to complete a mixture of synchronous and asynchronous activities along with a cohort of professional peers from other county governments as well as other public and private sector entities.

**What is the cost?**

The 12-week program typically costs \$1,995 per enrollee; NACo secured a discounted rate for members at \$1,495 per enrollee. For the first participant from each member county, NACo will provide a one-time stipend of \$1,000 to subsidize the discounted rate, with a \$495 matching contribution by the participant's county employer. Counties may enroll additional participants at the discounted rate of \$1,495 each.

## Learn More



HIGH PERFORMANCE LEADERSHIP

We have one mission and one purpose: *To Make Leaders Better*. The Professional Development Academy is a mentorship-based leadership development platform for frontline county professionals, information security managers, women in leadership & high potential contributors. Our team is committed to helping develop frontline leaders to their fullest potential.

**Top 5 reasons for enrollment in the Professional Development Academy**

- 1 Drives employee retention.
- 2 Generates higher performance outcomes.
- 3 Increases employee engagement.
- 4 Establishes greater sense of value, connection and appreciation.
- 5 Develops an employer of choice brand that drives attraction of top talent for better recruitment.

“Many frontline managers are exactly the people we cannot afford to lose. The NACo High Performance County Leadership Academy helps to retain these vital employees and helps enable them to be better leaders.”  
 Matt Chase, Executive Director, NACo

“The Professional Development Academy is having a profound impact on the business communication skills and leadership capabilities of those participating – a must for anyone looking to maximize their potential and effectiveness as a leader in their organization.”  
 Dava K, CIO



**Key points to remember**

- **Efficient**  
12 weeks in duration
- **Non-disruptive**  
No travel required. 100% on-line guided mentorship journey with synchronous & asynchronous learning activities. (no time out of the office required!)
- **Scalable**  
Intentionally designed to accommodate large volume of participants from global enterprises
- **Mentorship based model**  
Virtual mentorship provided by Fortune 500 CEOs, CIOs, CISOs, CHROs, General Colin Powell, Marshall Goldsmith, and the world's most respected leadership coaches
- **CPE credits**  
Qualifies for 48 continuing education credits
- **Enrolling now**  
Next cohorts starting September 17<sup>th</sup> – Limited availability
- **Affordable**  
NACo Member Discount: \$1,495 per enrollee. NACo provides a \$1,000 stipend to each NACo member county; county is responsible for \$495



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**ABOUT THE ACADEMY**



HIGH PERFORMANCE LEADERSHIP

This is a 12-week online program with content provided by industry leading executives. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value from high performance county management.

**Course 1: Leadership Mindset & Positive Engagement**

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and

**COURSE 1**

- Module 1: Your Leadership Mindset
- Module 2: Your Potential as a Positive Leader
- Module 3: Positive Leadership and Your Team: Empowerment & Engagement
- Module 4: Leadership Roles and Your Club

