



HIGH PERFORMANCE LEADERSHIP ACADEMY



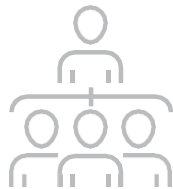
Counties affect the lives of residents every day. When our staff are empowered as leaders, we deliver services more effectively. **The H-GAC High Performance Leadership Academy is a resource that connects your staff with practical leadership training.** HPLA uses an innovative, interactive online learning platform that combines real-time webinars, recorded sessions and small group discussions to deliver effective training without traveling away from the county – saving money and maximizing time.

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

The High Performance Leadership Academy empowers county government professionals with fundamental, practical leadership skills to deliver results for counties and residents.

With a **\$1,000 H-GAC scholarship the rate for you is only \$1,995!**
Receive an additional \$500 discount if you reserve at least 10 seats.



Email Senior Director of Enrollment Kevin Darrow to learn more at kevind@pdaleadership.com





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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 enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

COURSE 1: Jan. 13th – Feb. 7th

- 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 Rules and Your Oath

COURSE 2: Feb. 10th – March 14th

- Module 1: The Process of Change: Planning
- Break Week: Feb. 17th – Feb. 21st
- Module 2: The Process of Change: Executing
- Module 3: The Process of Change: Sustaining
- Module 4: Leadership Rules and Your Oath

COURSE 3: March 17th – April 11th

- Module 1: Speaking the Language of Business
- Break Week: March 24th – March 28th
- Module 2: Positive Communications
- Module 3: Mutual Gains Approach

COURSE 4: April 14th – April 18th

- Module 1: It's All About People
- Graduation: April 18th



"It's rare to participate in a program that gets universal acclaim from over 50 of my team members, but this program delivers. What keeps me coming back, and for making this a requirement for all managers and supervisors on my team, is the immediate results."

- Chuck Wemple, Executive Director, Houston-Galveston Area Council

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