



HIGH PERFORMANCE LEADERSHIP ACADEMY



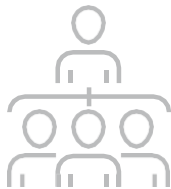
Local governments affect the lives of residents every day. When our staff are empowered as leaders, we deliver services more effectively. **The H-GAC High Performance Leadership Academy (HPLA) is a resource that connects your staff with practical leadership training.** HPLA uses an innovative, interactive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



COMMUNICATE:

Create clarity, confidence and community

The High Performance Leadership Academy empowers public sector 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 per participant if you reserve at least 10 seats.



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





HIGH PERFORMANCE LEADERSHIP ACADEMY



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 how to 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 organizational 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 results – values and benefits – may differ from one organization to the next and even from department to department, but the consistent variable is It's All About People.

Course 1: September 16th – October 11th

- 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
- Break Week: October 14th – October 18th

Course 2: October 21st– November 15th

- Module 1: The Process of Change: Planning
- Module 2: The Process of Change: Executing
- Module 3: The Process of Change: Sustaining
- Module 4: Leadership Rules and Your Oath

Course 3: November 18th – December 13th

- Module 1: Speaking the Language of Business
- Break Week: November 25th – November 29th
- Module 2: Positive Communications
- Module 3: Mutual Gains Approach

Course 4: December 16th – December 20th

- Module 1: It's All About People
- Graduation: December 20th



"It's rare to participate in a program that gets universal acclaim from over 50 of our team members, but this program delivers. We are seeing immediate results. This is why it's now a requirement for every one of our program managers and supervisors."

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

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

