

HUMAN RESOURCES DEPARTMENT
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Date: June 21, 2011

To: Board of Supervisors

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

Subject: Leadership Summit Graduates

As you may recall we initiated a Leadership Summit in 2008 to address our long term succession planning. The goal was to build upon the skill set of our current employees as our future leaders. On March 31, 2009, June 23, 2009 and September 28, 2010 we recognized the first three groups who began their commitment to the program. On April 20 we offered an additional session on Coaching for participants in the first three Leadership Summit groups who missed the class. On June 21 at 9:00am we will recognize the following individuals who have attended all 4 sessions of the Leadership Summit:

Casey Smith	Juvenile Detention Center
Rob Fox	IT
Lori Robinson	IT

In order to qualify for the graduation, attendees needed to participate in all 4 sessions. Prior to their trainings they took a "Knowledge for Leaders" test and participated in a 360° Evaluation where 10 of their co-workers/subordinates/customers/supervisors anonymously evaluated them. They then went through a 2 day training where their knowledge was challenged with their performance. The group then attended two day long workshops on "Communicating Effectively" and "Coaching and Counseling".

The completion of the four days of training really only begins their leadership journey. "Lunch & Learn" training sessions for supervisors are designed to address issue identified in the "Knowledge for Leaders" testing process. We are working with departments to identify participants for a summit this September.

Cc: Dee F. Bruemmer, County Administrator