



The NACo Leadership Academy

Making Leaders Better.

Counties affect the lives of residents every day. When our staff are empowered as leaders, we deliver services more effectively. The NACo 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 NACo High Performance Leadership Academy empowers county government professionals with fundamental, practical leadership skills to deliver results for counties and residents.



The Academy Focuses On Five Essential Skills:



ORGANIZE

Plan, lead and execute organizational change more effectively and consistently



LEAD

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



COLLABORATE

Establish alignment and strong partnerships through building stronger relationships



DELIVER

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



COMMUNICATE

Create clarity, confidence, and community



Enroll Yourself Or Your Team

With a curriculum developed by the late General Colin Powell and public and private sector leaders, NACo High Performance Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

Cost per enrollee begins at \$1,995. Additional discounts may apply. Contact us for more details.

Find out more at NACo.org/skills

Email moderator@pdaleadership.com



High Performance Leadership Academy

We have one mission and one purpose: **To Make Leaders Better.**

The Professional Development Academy is a mentorship-based leadership development platform that provides insights from leading public and private executives, top academics, and subject matter experts. Our team is committed to helping make existing leaders better and emerging leaders ready to address the most pressing issues of our day and enable them to reach their fullest potential.

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

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

COURSE 2

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

Break Week

COURSE 3

Module 1: Speaking the Language of Business

Module 2: Positive Communications

Module 3: Mutual Gains Approach

COURSE 4

Module 1: It's All About People

Graduation