



## **Leadership for the Government Executive Certificate Program** **Program Talking Points, v3.1**

1. Background
  - a. Program focus:
    - succession planning
    - leadership skills
    - transform the state to customer-centric provider
  - b. Reach goal through:
    - build the leadership skills and knowledge
    - change management know-how
    - strategic planning
    - enterprise wide visions and planning
  
2. Program sponsors
  - a. Why sponsors?
    - changes in organizational culture and business practices succeed only if tangibly supported by the top-most leadership
    - adopted at all subsequent levels within
  - b. Sponsor duties:
    - promoting the program through appropriate channels
    - chairing the Advisory Panel
  - c. Sponsors
    - Clark Kelso, CIO, State of California;
    - Will Bush, Undersecretary, with the State and Consumer Services Agency;
    - David Gilb, Director, Department of Personnel Administration
  - d. Advisory Panel
    - provide direction and guidance in program objectives and delivery
    - review program content
  
3. College of Continuing Education, Sacramento State (Provider)
  - a. Experience building and delivering Leadership programs both publicly and privately: Caltrans LTP and MTP; CDCR; Raley's; Sutter Connect
  - b. Resources of 8 colleges on campus
  - c. CSU System with 44,000 faculty as well as scholars and researchers



4. Program structure
  - a. Schedule:
    - seven to nine months
    - one-day meetings each month
    - project-based learning
    - start November 2006
    - first two groups of 24 students graduating in late May
  - b. Individual class meeting:
    - theory and practice, e.g. what works and why
    - relate theory and practice to the state agency environment
    - synthesis of theory and experience with an emphasis on personal accountability
    - project
    - toolkit for implementation
  
5. Program content
  - a. Seven competencies
    - communicate with authority, conviction, and commitment
    - demonstrate decisive leadership
    - be an agents of positive change in the quest to create a culture of change
    - coach direct reports to achieve individual, team and organizational growth
    - influence with an understanding of functional need and inter-agency cooperation
    - build trust and achieve goals that are positive and sustainable
    - lead with courage and honor
  - b. Thirteen learning objectives to achieve these competencies including:
    - enterprise wide strategizing and goal development
    - change management
    - make the business case
    - work across boundaries
  - c. Seven topic areas:
    - set the vision and goals
    - build the service culture through effective leadership
    - embrace change and overcome resistance
    - coaching and mentoring for individual development
    - sustain change through teamwork and community
    - communication strategies for long-term success
    - measure and evaluate change efforts
  
6. Nomination and registration
  - a. First four sections (two in November, two in February) restricted to state employees
  - b. Participants nominated by supervisor
  - c. Nominations due Sacramento State October 20
  - d. Cost: First two sections (November) \$3,568; thereafter \$3,964