

July 2015

Birthstone: Ruby
Flower: Lily or Larkspur

Pathfinder



CITY OF SANTA MARIA EMPLOYEE NEWSLETTER



Word has it ...

From your City Manager

Rick Haydon



Word has it that the City is initiating a leadership academy for succession planning for lead workers and supervisors, middle managers, and executive managers, to include a mentoring program to develop the City's workforce. This is true, and I am pleased to announce that the Human Resources Division is scheduling dates this fall.

As I've said many times, the employees of this City are its most valuable asset. Currently, over 80 percent of department heads and nearly 70 percent of management staff are eligible or will be eligible to retire within the next five years. These numbers are concerning from a continuity and succession planning standpoint and only emphasizes the growing need to have existing personnel appropriately trained and prepared for possible advancement.

The City is working with a consultant on program development and course initiatives for a sustainable and contemporary progressive leadership academy building supervisory, managerial, and executive level skills.

The program sessions will be presented by the Centre for Organization Effectiveness, which over 20 years has designed and delivered successful public sector leadership academies. This agency is well known in the industry, particularly within the public sector, and has a solid reputation as a quality service provider.

The Centre for Organization Effectiveness, itself a public agency, understands the unique workings of local government. The Centre is highly qualified to

provide customized curriculum that addresses the challenges and issues facing local government; the training is highly interactive and will involve practical participant exercises based on real-life scenarios that are relevant in the local government setting.

The Centre offers an innovative and unique "one-stop" shop concept, including leadership development, organizational development, and specialized training programs to public sector agencies. The Centre's program includes two unique aspects that engages participants and applies the learning concepts. First, each of the academy cohorts incorporate a group project and peer learning group to provide an opportunity for participants to engage with peers and discuss and apply the principles learned throughout the program. In addition, the program includes a "vertical integration" component that ensures that all City personnel participating in the program have an opportunity to discuss how their coursework applies across supervisory levels throughout the agency.

The City's START (intended for employees interested in promoting into a supervisory position) and Supervisory and Management Academy will begin in October. The START program will take place on Thursday, October 8th and Friday, October 9th. The Supervisory and Management Academy will run Wednesday, October 7th; Thursday, October 8th; Thursday, November 5th; Friday, November 6th; and wrapping up in early December. Dates for the Leadership Academy are being coordinated.

The Human Resources Division will send out more information in the coming weeks.

Rick