

## **A Hands-on Academy: The Art and Practice of Public Leadership**

The Management Education Group's Art and Practice of Public Leadership workshop provides a solution for public organizations to aggressively address the challenge of developing and retaining leaders. A revolution is taking place in how public leaders are cultivated and managed. Organizations can no longer expect that when they face a leadership void, a pool of qualified and motivated candidates will miraculously appear. The concept of "growing your own" in terms of leadership is permeating organizations of all types. While many organizations have recognized this need, few have sustained a successful method for developing and retaining leaders.

The Art and Practice of Public Leadership is more than a training program. To successfully implement the effort, the organization's top leaders must be committed to the design and delivery of the curriculum. Our experienced consultants work with your organization's top executives to design a curriculum that includes organization-specific examples and case studies. Once the agenda is agreed upon, a comprehensive candidate selection process is designed so that it supports the organization's succession planning efforts.

The delivery of the Art and Practice of Public Leadership can be tailored to the organization's needs. Some organizations implement the program by offering workshops weekly and others choose to hold workshops monthly. However the schedule is arranged, the content of the program focuses on practical, thought-provoking, and challenging concepts that apply to the real life experience of a public leader. Typically, the Art and Practice of Public Leadership content includes a multi-rater feedback process, individual development planning, action learning through an organization-specific project, and a variety of subjects including risk taking, collaboration, and political savvy.

**Course Length:** Varies based on organizational goals. Can be up to ten to twelve days, scheduled over an extended period of time

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**Target Audience:** Our goal is to develop executive-level public leaders. As such, the target audience for the Art and Practice of Public Leadership is typically those managers who are one step away from a director-level position. Successful candidates should:

- Have at least six months experience with the organization.
- Understand clearly why they have been nominated and why they are expected to commit their time to the program.
- Have direct reports or current, relevant supervisory experience.
- Be accountable for the performance of others.
- Plan on a long career with the organization.
- Be seen by their peers as a leader
- Show an active interest in their professional development.

**Course Objectives:**

The public organization can expect to:

- Enhance the leadership skills of selected public-sector managers
- Prepare selected leaders for taking on the organization's current and future organizational initiatives
- Upgrade the organization's talent pool
- Enhance communications at all levels throughout the organization
- Facilitate individual development planning for selected leaders

**To tailor this material to your organization and to bring the workshop to your organization's leaders, contact us today.**