

Empowering Leaders for Planning



Professional Development,
Networking, & Mentorship



- . Purpose: To create a platform for professional growth and effective planning through mentorship, networking, and leadership training.
- . **Vision: Supporting leadership development within COAGA and beyond.**



Leadership has lasting community impact.

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Leadership skills require traits that are developed with practice (as opposed to cognition):

- Character
- Creativity
- Compassion



Why Leadership Development?

- Increase retention and reduce costs
- Improve buy-in and decision making
- Build structure
- Increase innovation
- Improve public value



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The ability to teach –to pass it on.

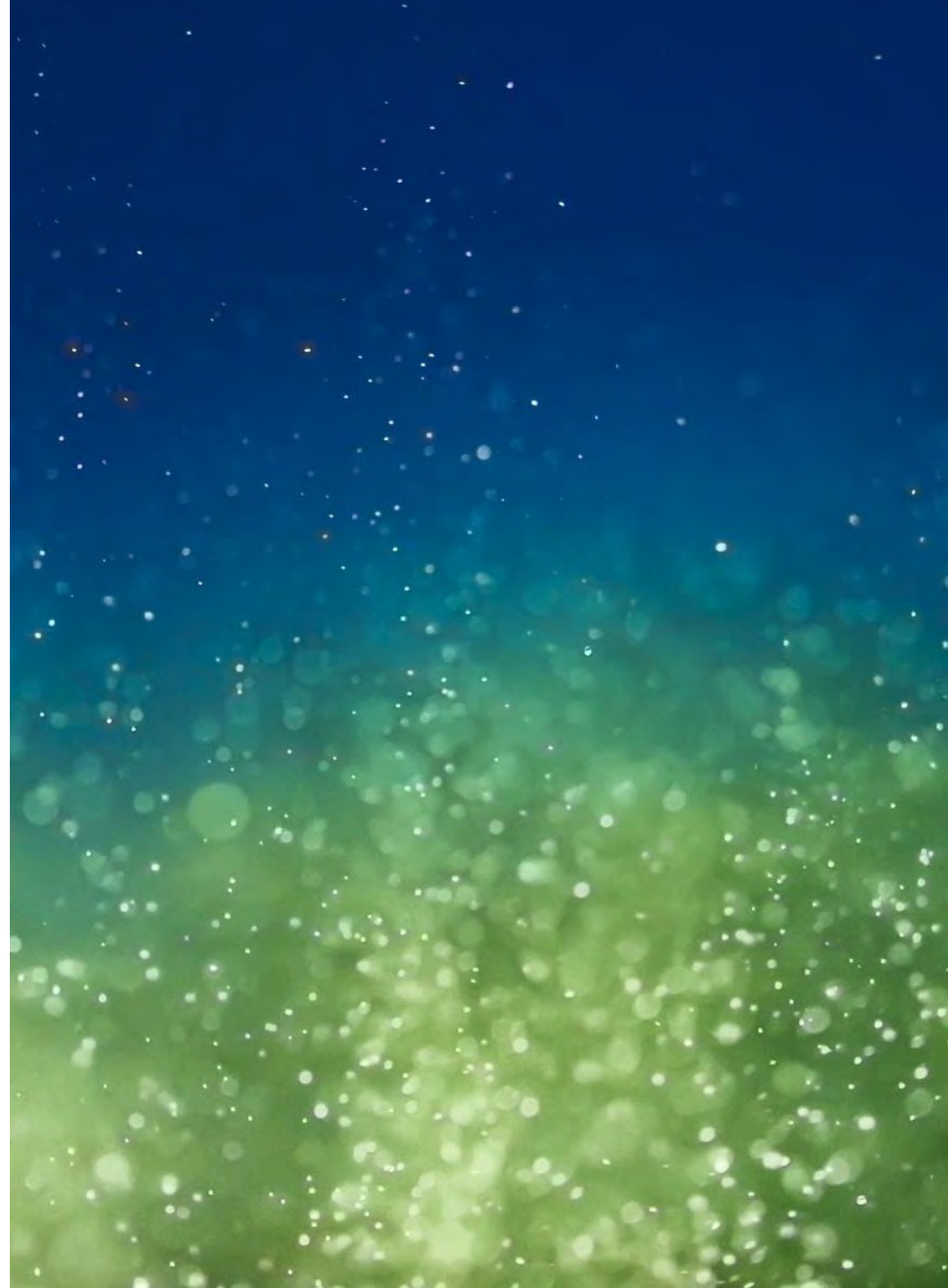


- Ability to explain complex concepts in simple, understandable terms.
- Skilled in adapting coaching methods to suit diverse learning styles and needs.
- Proficient in creating engaging plans that encourage participation.
- Strong communication skills, able to convey ideas clearly and effectively.

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Leadership Skills



PATIENCE AND EMPATHY FOR
ALL LEVELS OF
UNDERSTANDING.



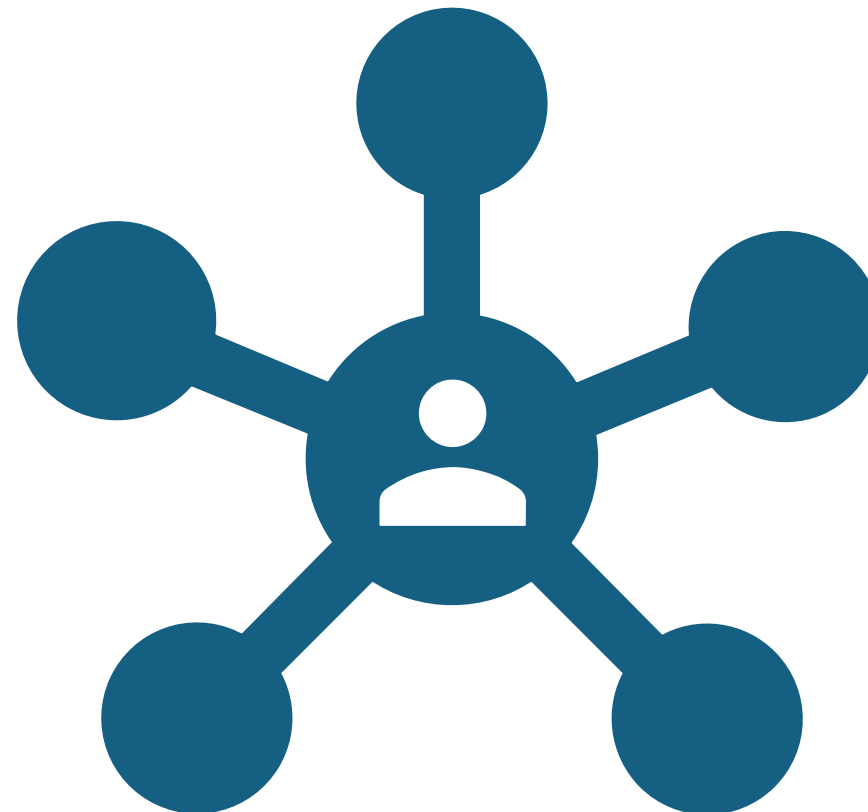
ABILITY TO MOTIVATE AND
INSPIRE EMPLOYEES TO
ACHIEVE GOALS.



Communication Skills
Ability to communicate effectively
and listen to others.

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- **Mentorship Defined:**

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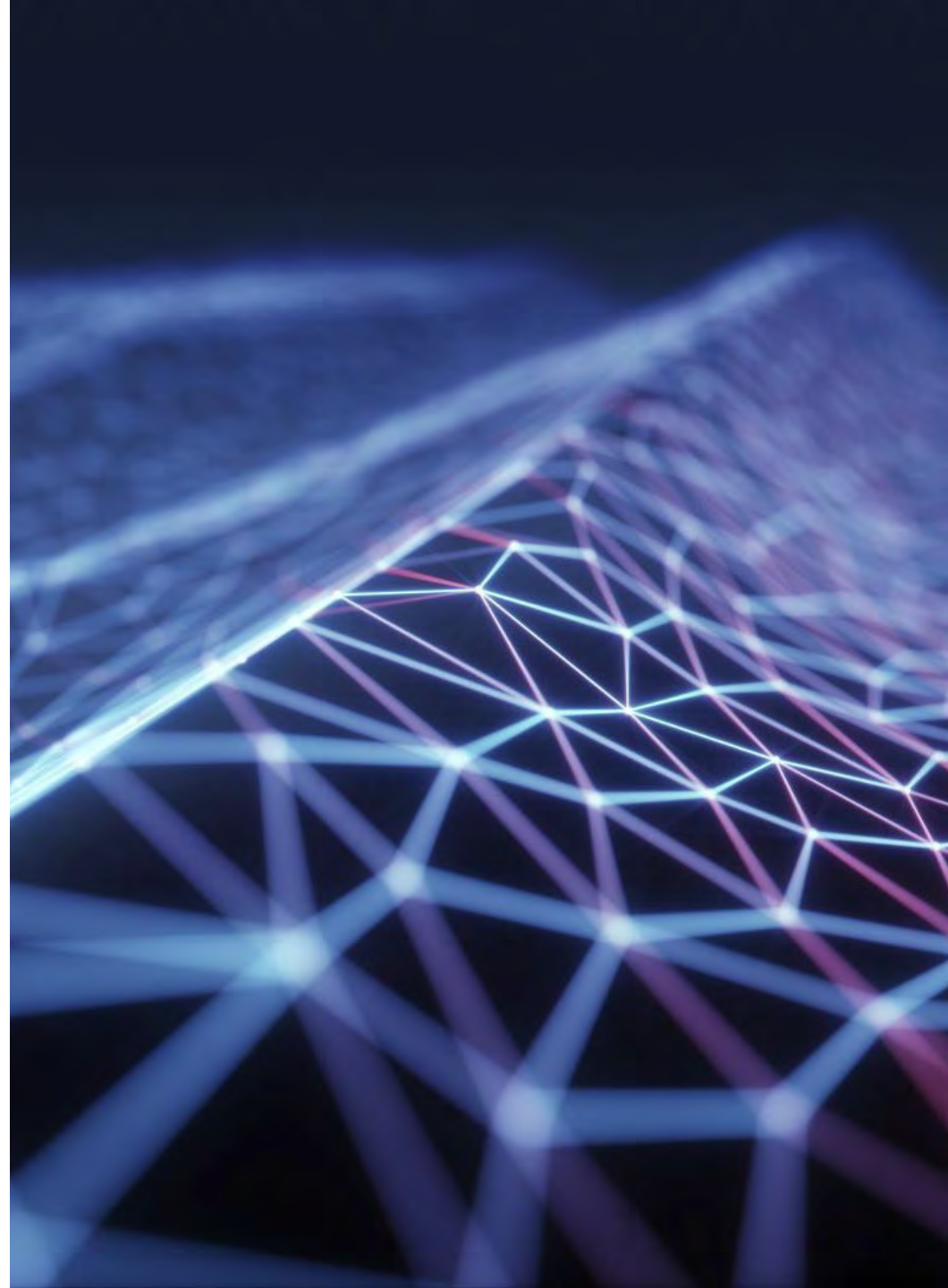
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**BENEFITS: KNOWLEDGE
TRANSFER, GUIDANCE,
CAREER SUPPORT.**

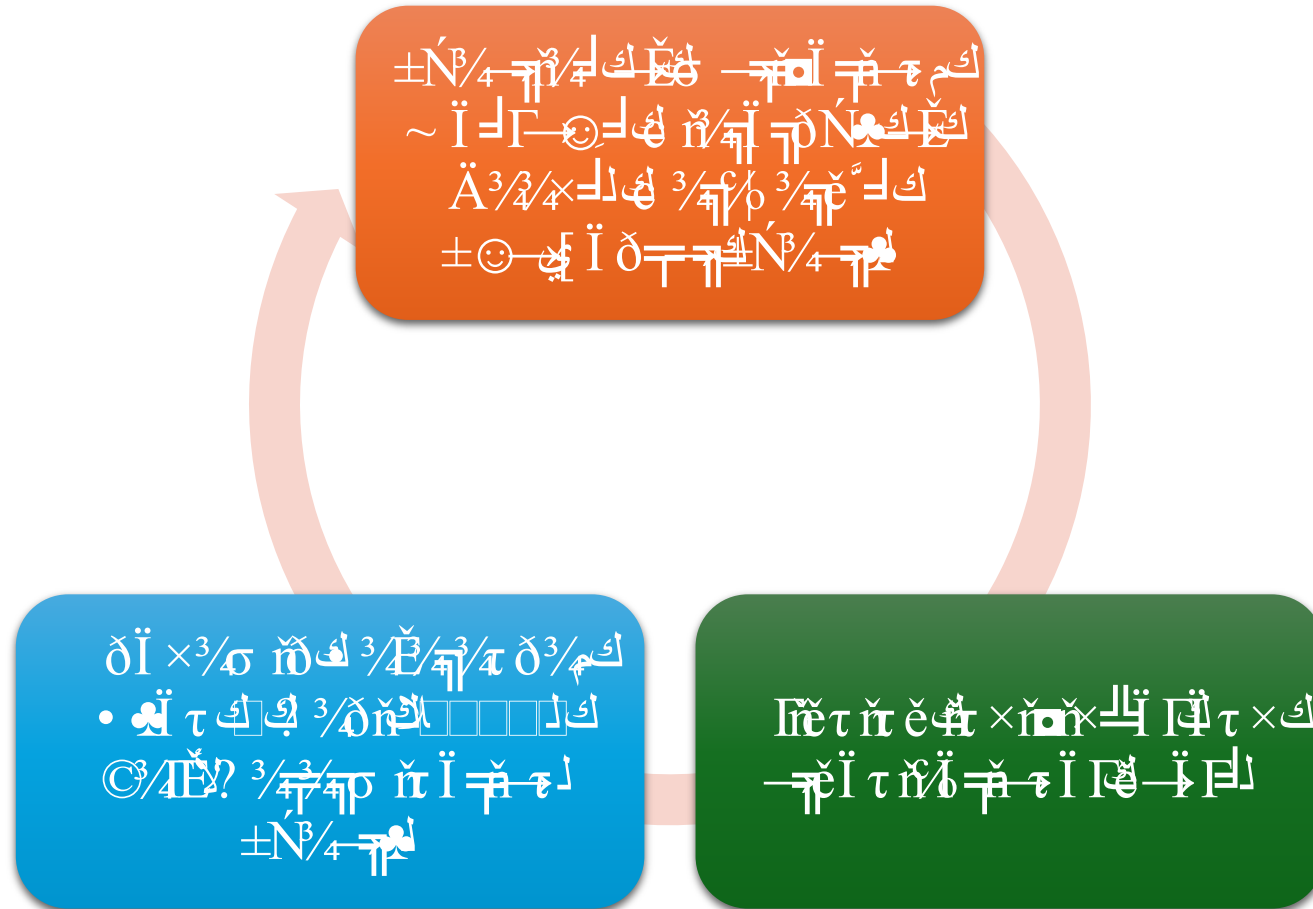


Role of Mentorship in Leadership Development

- Overcoming barriers and increasing confidence.
- Real-world examples about imposter syndrome.



The Role of Motivation in Achieving Leadership Goals



YOUR MIND WILL ALWAYS
BELIEVE EVERYTHING
YOU TELL IT. FEED IT
WITH FAITH. FEED IT
WITH TRUTH. FEED IT
WITH LOVE.



Personalized Goals and Development Plans

- **Networking:** Making connections
- **Celebrating Achievements:** How recognition fuels motivation
- **Example:** Wins of the Week
- **Peer Support:** Building a motivated cohort

Why Recognition Matters in Leadership Development

- Boosts morale
- Enhances retention
- Gives clarity to mission
- Part of organizational health and culture



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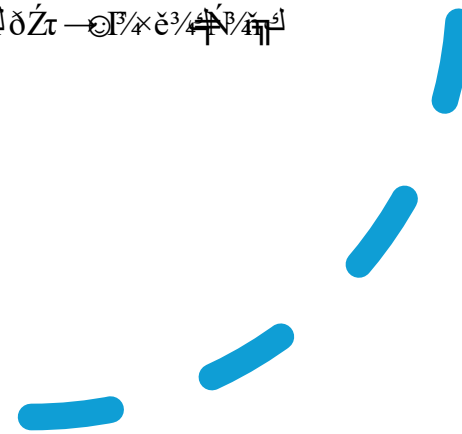
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Ways to Recognize Leaders

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Ways to Recognize Leaders

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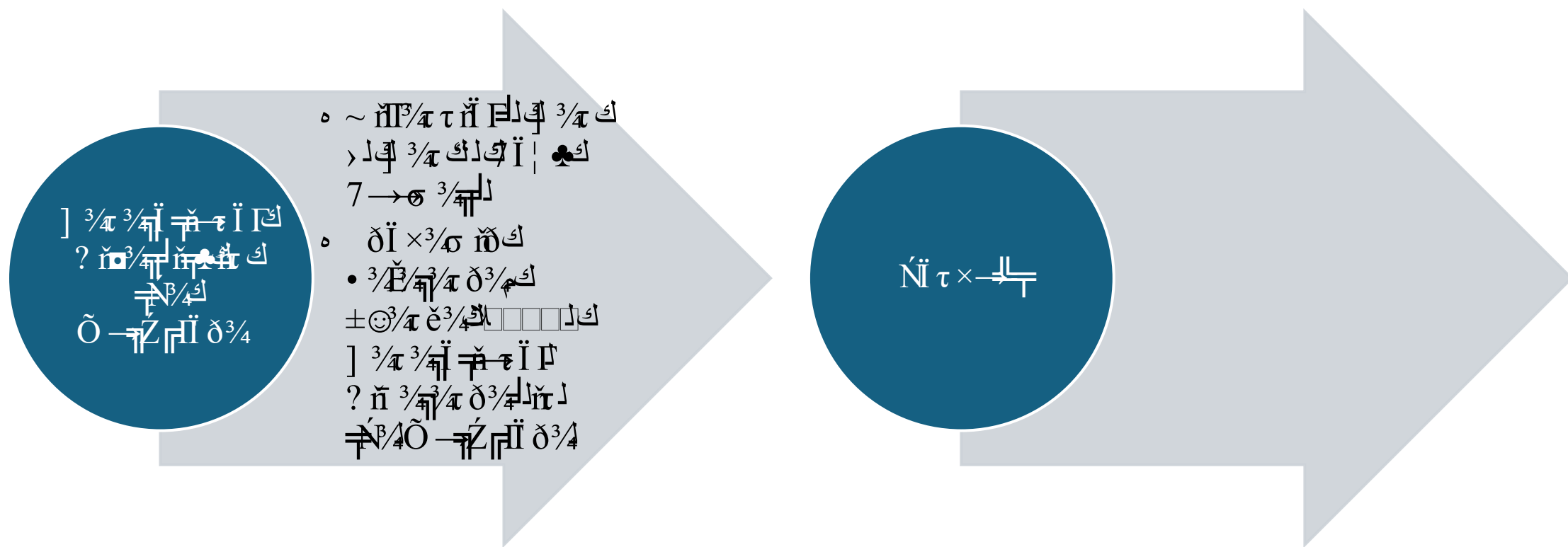
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What kind of recognition do
 you think would resonate
 most with a leader you
 admire?

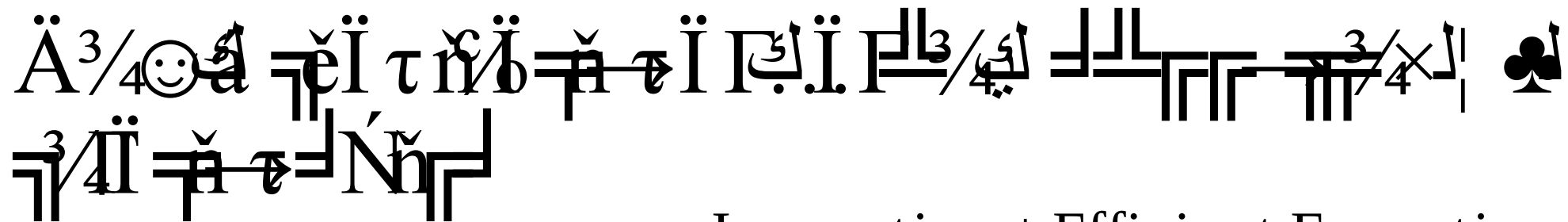
Honor How Each Generation Contributes





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- **Common Barriers:** Gender bias, imposter syndrome, work-life balance.
- Overcome these obstacles through mentorship, support, and resources.



Innovation + Efficient Execution

- Technology - new services
 - Customer Service & Governance
 - Collaboration
 - Sustainability & Financial Stewardship
 - Knowledge Transfers & Job Shadowing
 - Model procedures
-
- Structure + Creativity
= Innovation

Employee Development

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Surveys and Feedback: Gathering participant feedback for continuous improvement.

Program Metrics: Key success indicators—growth in leadership positions, satisfaction



Leadership is a
journey.

The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.
—Max DePree

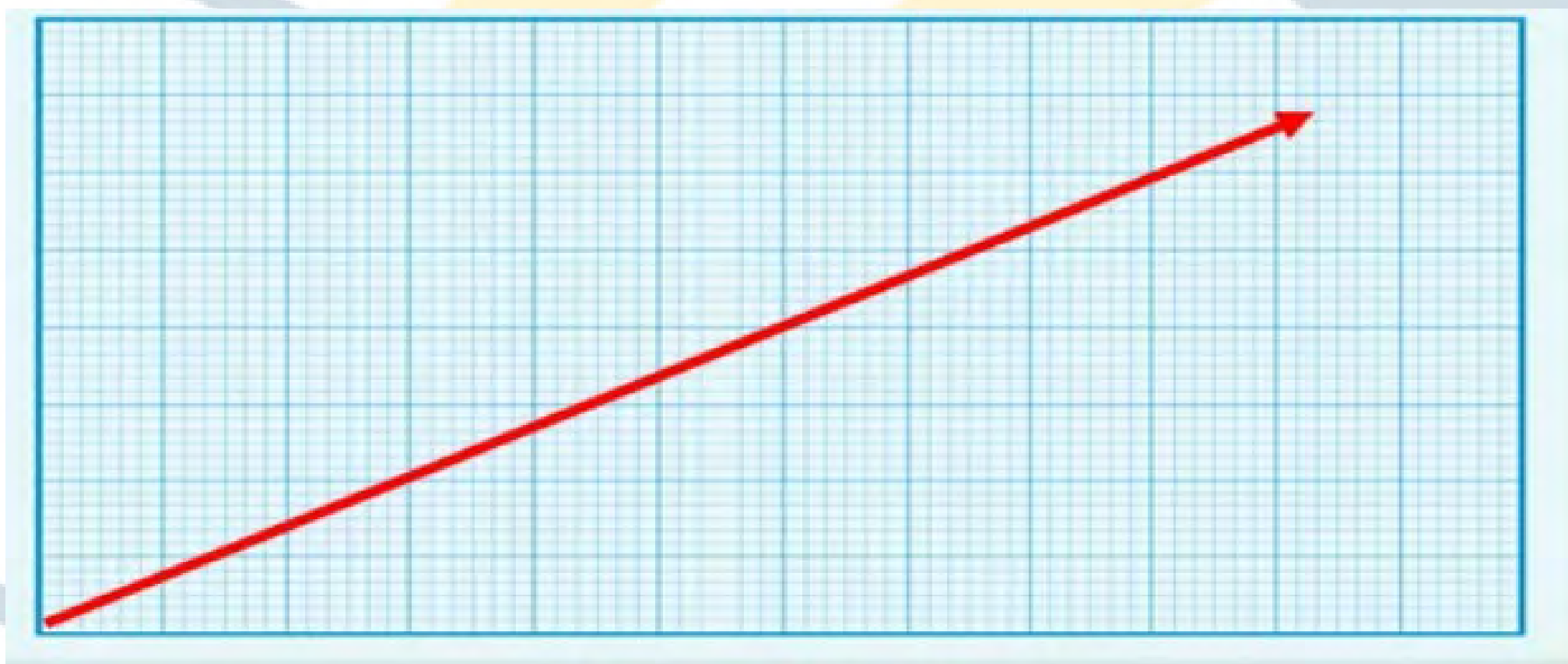
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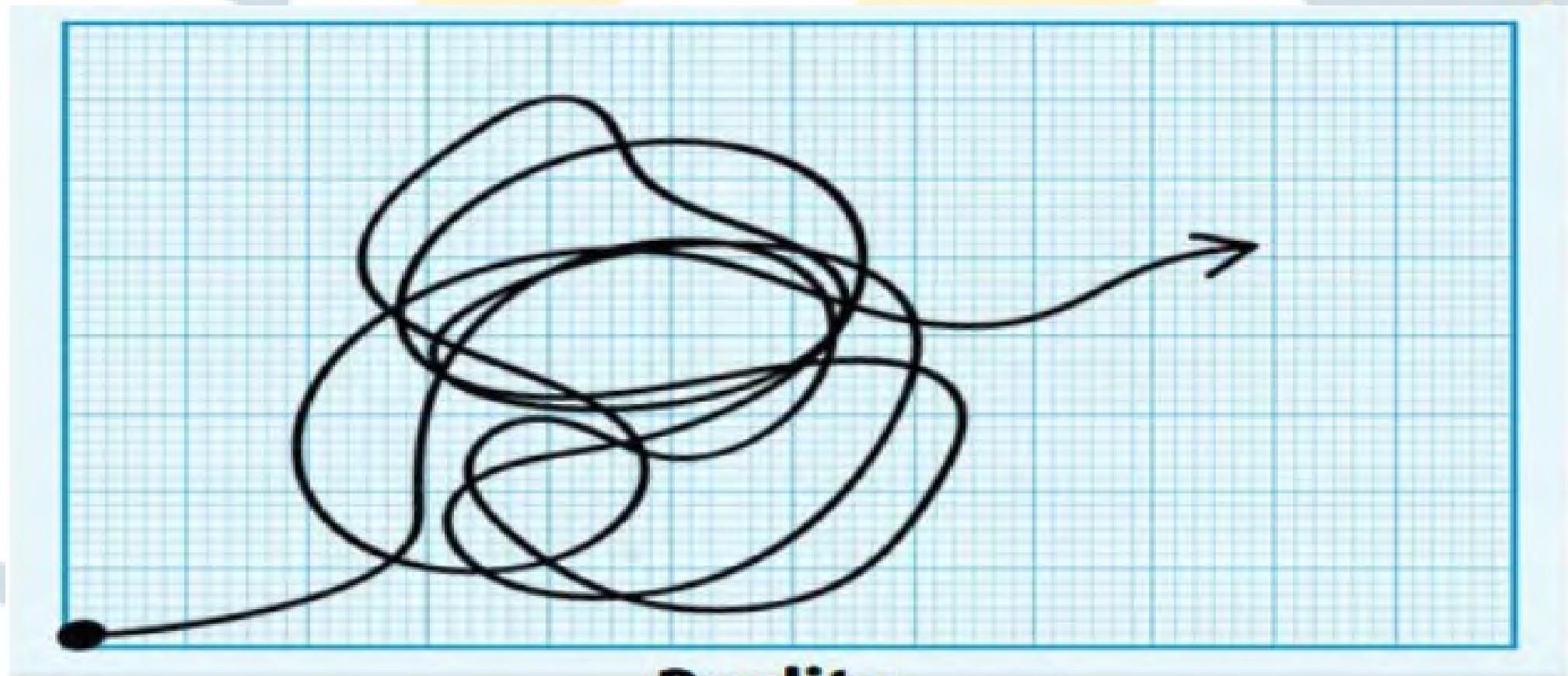
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Expectation



Reality

The Power of Leadership: Call to Action

This is a call for public servants to take the next step in their leadership *journey* and *focus on their ability to teach.*



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