



MANAGERS LEADERSHIP ACADEMY ORANGE COUNTY – Winter 2024

APPLICATION DUE December 1, 2023

CPOC is pleased to announce the delivery of CPOC's Managers Leadership Academy Sacramento, which will be held Week 1: February 5-9, 2024 and Week 2: March 18-22, 2024 in Santa Ana, California. **CPOC's MLA program meets BSCC's Manager Core requirement (MACC equivalency).**

The 80-hour intensive training course is designed to prepare current probation managers for executive positions. The course blends practical skill building, individualized leadership development, and a focus on ethical, data-driven decision making to cultivate California's future probation leadership. The course is comprised of two weeks of classroom training, an intersession practicum assignment, self-paced learning modules, peer study groups, and a 360-leadership assessment.

This demanding course is designed for future probation executives - participants must be highly motivated and focused in order to be successful. Given that the course is intended for future executives, work products are expected to be comprehensive, high quality and reflect the complexity of county-level probation management. Once accepted to the course, participants are expected to participate in order to advance their own learning and complete all course requirements.

Core Topics to be covered:

- ❖ What is a Leader?
- ❖ Leadership in CA Probation
- ❖ Operational Management
- ❖ Project Management
- ❖ Leading and Managing Organizational Change
- ❖ Workforce Planning & Human Resources
- ❖ Executive Dialogue: Internal Relations & External Relations
- ❖ Ethics
- ❖ Individual Leadership Styles & Leadership Planning
- ❖ Evidence-Based Practices & Data-Driven Decision Making
- ❖ Strategic Planning
- ❖ Budget & Fiscal Management
- ❖ Employee Wellness
- ❖ Communications & Media

Prior to the first session, participants are expected to:

- Attend a 2-Hour LPI enrollment Webinar scheduled for **Wednesday, December 13, 2023 from 9:00am to 11:00am**, and to complete the Leadership Practices Inventory (LPI) 360 assessment, developed by Jim Kouzes and Barry Posner.
- Complete 5 hours of self-paced learning on CPOC's on-demand platform (instruction will be provided with enrollment confirmation)
- Participants will be assigned to study groups during Session One in order to complete a team assignment. Teams are expected to meet for two hours each day, Monday-Thursday, during the classroom session, over lunch, and/or in the evenings.
- During the intersession break between Week One and Week Two, participants are expected to:
- Complete a practicum exercise and prepare a 10-minute report out on key learnings from the assignment.
- Participate in a 30-minute one-on-one coaching session with an LPI Consultant to go over results of their 360-Leadership assessment via phone or Zoom Meeting.

DEADLINE FOR SUBMITTAL: Friday, December 1, 2023

STC TUITION: \$1,500.00

A NON-REFUNDABLE FEE OF \$300 WILL BE CHARGED ONCE PARTICIPANT INITIATES THE 360 LEADERSHIP ASSESSMENT TOKEN

FINAL PAYMENT DUE: December 8, 2023

Payment: You may pay by Check OR a Credit Card:

Check: Make Checks Payable to **CPOC FOUNDATION** and mail to:

2150 River Plaza Drive, Ste 310, Sacramento, CA 95833

Credit Card: Contact Whitnee Morse at Whitnee@cpoc.org to request an invoice in order to pay by credit card.

*****REFUND BY APPROVAL ONLY*****

Academy Dates:

<u>LPI Enrollment Webinar:</u>	<u>Week 1/Session 1:</u>	<u>Week 2/Session 2:</u>
December 13, 2023 9:00am to 11:00am	February 5-9, 2024 Monday to Thursday: 8:00am to 5:30pm Friday: 8:00am to 12:00pm	March 18-22, 2024 Monday: 1:00pm to 5:00pm Tuesday to Thursday: 8:00am to 5:30pm Friday: 8:00am to 1:00pm

Training Site Address:

Orange County Probation Training Facility
1001 S. Grand Ave, Suite A
Santa Ana, CA 92705

Note to Applicant: Be Sure to Upload signed copy of Supervisor's Endorsement Page to your online Application.

CHIEF PROBATION OFFICER or IMMEDIATE SUPERVISOR ENDORSEMENT

Tuition: \$1,500.00 per person

CPO or Immediate
Supervisor: _____

Title: _____

Address: _____

Phone: _____

E-Mail: _____

This applicant, _____ has my full
(Applicant's Name)

support and endorsement for participation in the Managers Leadership Academy. I understand that participants must complete a 5-hour self-paced learning prior to session 1. Participants are also expected to attend a 2-Hour Webinar on Pre-LPI Assessment in order to complete their 360-leadership assessment prior to Week One. The participants will be assigned to a study group during Week One and are expected to meet daily during lunch hours and/or evening in order to complete a team assignment. During the intersession between classroom trainings, participants are expected to complete a practicum exercise. Attendees are also to participate in a 30-minute one-on-one coaching session with the LPI consultant between Week One and Week Two.

CPO or Immediate Supervisor's Signature

Date

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