

Menu of Development Opportunities for High-Potential Employees

As a follow-up to an initial development conversation with a high-potential employee, the manager/coach may suggest some potential development activities. These development opportunities could be provided by their own agency, regional groups, or state or national associations.

Examples of in-house development activities offered by one's own agency include stretch assignments, supervisory or management classes, team leadership opportunities, interim or acting position, job rotations, and/or lunch and learn sessions.

Examples of regional training programs may include a leadership academy, serving all the local governments in the county, or classes offered through a regional training consortium.

State and national professional associations provide networking opportunities as well as classes, webinars, leadership academies, and coaching and mentoring programs.

National and state development programs offer credentialed courses, coaches, and networking opportunities.

Academic institutions offer credentialed leadership development courses that prepare pre-career students for capable public service at the local level and enhance the capacities of existing local government employees.

NOTE TO LOCAL GOVERNMENT AGENCIES: To create a robust menu of development opportunities, please add your own in-house agency programs or regional, state or national programs to the menu below. The menu will then serve as a resource for high-potential employees wanting to accelerate their development.

Our Own Agency

Our local government agency offers the following activities for those wishing to accelerate their advancement:

- 1.
- 2.
- 3.

Regional Training Programs

The following regional training programs are available:

- 1.
- 2.
- 3.

State and National Professional Associations Promoting Local Government Management

1. Municipal Management Association of Northern California (MMANC) serving local government professionals in Northern California—go to www.mmanc.org
2. Municipal Management Association of Southern California (MMASC) serving local government professionals in Southern California—go to www.mmasc.org
3. International City/County Management Association (ICMA) provides educational and professional development opportunities at discounted rates for non-executives—go to www.icma.org
4. Local Government Hispanic Network (LGHN) provides professional development opportunities on a state and national level—go to www.lghn.org
5. National Forum for Black Public Administrators (NFBPA) provides professional development opportunities on a state and national level—go to www.nfbpa.org
6. International Network of Asian Public Administrators (I-NAPA) provides professional development opportunities on a state and national level—go to www.i-napa.org
7. Women Leading Government (WLG) provides professional development opportunities on a state and national level—go to www.wlgov.org
- 8.
- 9.

National and State Development Programs

1. MMANC and MMASC
 - a. Credentialed Government Leader (CGL) Program is a two-year course of study plus a coach leading to a CGL designation—go to www.mmanc.org/cgl or www.mmasc.org/cgl
 - b. Annual conference plus regional workshops seminars, and networking opportunities

2. ICMA

- a. Emerging Leaders Development Program (ELDP) provides monthly teleseminars with senior credentialed managers or public administration professors—go to www.icma.org/eldp
- b. Coaching Program offers free one-to-one coaching, webinars, and Career Compass advice columns—go to www.icma.org/coaching

3.

4.

5.

Programs Sponsored by Academic Institutions

- 1. Stanford University Local Governance Summer Institute
- 2. Harvard Kennedy School Senior Executives in State and Local Government
- 3. Virginia Tech Local Government Management
- 4.
- 5.