

One way SCAC is able to help *local leaders build statewide strength* is through its new partnership with NACo. The High Performance Leadership Academy is a mentorship-based leadership development program for frontline county professionals, information security managers, women in leadership & high potential contributors.

## Top 5 reasons for enrollment in NACo’s High Performance Leadership Academy

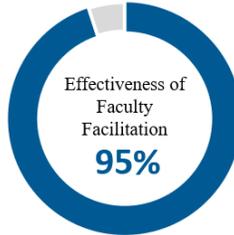
- 1 Drives employee retention.
- 2 Generates higher performance outcomes.
- 3 Increases employee engagement.
- 4 Establishes greater sense of value, connection, and appreciation.
- 5 Develops an employer of choice brand that drives attraction of top talent for better recruitment.

 “Many frontline managers are exactly the people we cannot afford to lose. The NACo High Performance Leadership Academy helps to retain these vital employees and helps enable them to be better leaders.”

Matt Chase, Executive Director, NACo

 “The commitment of time and energy towards this program served as an important reminder of the value of continued learning and professional development...for all levels of public servants/leaders. The High Performance Leadership Program completely reignited my passion and commitment to my career in local government service.”

Beth Goodale  
Georgetown County (SC) Recreation  
& Community Services Director



## Key points to remember

- **Efficient**  
12 weeks in duration
- **Non-disruptive**  
No travel required. 100% online guided mentorship journey with synchronous & asynchronous learning activities. (No time out of the office required!)
- **Scalable**  
Intentionally designed to accommodate large volume of participants from global enterprises
- **Mentorship based model**  
Virtual mentorship provided by Fortune 500 CEOs, CIOs, CISOs, CHROs, General Colin Powell, Dr. Marshall Goldsmith, and the world’s most respected leadership coaches
- **CPE credits**  
Qualifies for 48 continuing education credits
- **Affordable**  
Through the SCAC/NACo partnership, SC counties are eligible for a registration fee of \$1,545. Retail price is \$2,495.
- **Enrolling now**  
Contact us regarding our next start, visit: [www.naco.org/skills](http://www.naco.org/skills) to register.

This is a 12-week online program with content provided by industry leading executives. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value from high performance county management.

### Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team, and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

### Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing, and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial, or market-based reasons for change and drive toward breakthrough results.

### Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

### Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

### Course 1

Module 1: Your Leadership Mindset

Module 2: Your Potential as a Positive Leader

Module 3: Positive Leadership and Your Team:  
Empowerment & Engagement

Module 4: Leadership Rules and Your Oath

Break Week

### Course 2

Module 1: The Process of Change: Planning

Module 2: The Process of Change: Executing

Module 3: The Process of Change: Sustaining

Module 4: Leadership Rules and Your Oath

### Course 3

Module 1: Speaking the Language of Business

Break Week

Module 2: Positive Communications

Module 3: Mutual Gains Approach

### Course 4

Module 1: It's All About People

Graduation



"The Professional Development Academy is a transformational leadership program that has proven to be the most scalable, cost effective way to make leaders better."

General Colin Powell, Diplomat, Author, Global Thought Leader