

# Public Sector Leadership Certificate

April 2021 – May 2021

The decision to be live or live/virtual will be based on spring pandemic conditions



Enhance your leadership effectiveness through development of authentic and sustainable leadership skills, exploration of ethical decision making, enhancing skills to successfully influence others, and providing effective coaching and mentoring.

The **Public Sector Leadership Certificate** (PSLC) is designed for emerging leaders or those wanting energize their leadership working in law enforcement, public safety, city, state and county government, and any public sector organization.

This program was developed through extensive feedback from public sector leaders about what is needed to be successful in the public sector currently and in our changing world. The program was delivered as a pilot and further developed to its offering in the spring of 2021.

## What we heard and will deliver:

- Exploration of proven leadership characteristics; empathy, integrity, trust, etc.
- The elements of being servant leaders
- Addressing management vs. leadership
- Does the image of you as a leader match how others see you
- How do you transition from peer to supervisor
- Balancing day-to-day operational responsibilities with longer term strategy and planning
- The importance of coaching, mentoring, and empowering others and developing the necessary skills
- How to lead through change and create the conditions for sustainability of change
- How to create an environment of inclusion to attract a diverse workforce
- Understanding the business of the public sector

You will start with a leadership baseline from a 360 assessment on how others view you as a leader as well as you view your current leadership style. You will then take a deeper exploration into proven leadership traits, the elements of being a servant leader, principles of ethics, and more to develop the necessary elements to create your authentic and sustainable leadership.

## Program Journey:

- Develop a deeper understanding of “who” you are, “how” you show up, and determine your true leadership persona
- Understand ethical leadership and your own personal ethics and values
- Become a more effective leader, capable of inspiring, engaging, and empowering others to achieve organizational goals and objectives
- Create an immediate impact within your organization

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## **PRE-PROGRAM: Leadership Practices Inventory (360 Assessment)**

This assessment will be sent prior to the program. The assessment provides a picture of your current management and leadership strengths while providing insight to opportunity areas for growth and development.

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## **Modules 1: Developing Your Personal Authentic Leadership**

*(Live or Live/Virtual) April 6<sup>th</sup> & 7<sup>th</sup> 2021*

This module includes:

- Explore the competencies necessary for leading within the public sector
- Connect with the servant leader elements of public sector leadership
- Create a deeper relationship with your unique strengths through exploring the LPI
- Explore the relationship and importance of ethics and ethical decision making within the public sector
- Transitioning from peer to supervisor
- Develop opportunities to achieve your vision, mission and goals for growth

## **Module 2: Leading Others**

*Live/Virtual (April 13, 15, 27, 29 - half days)*

This module includes:

- Managing vs. Leading
- Communicating the vision
- Assessing and utilizing the strengths of others
- Creating an environment of inclusion and maximizing a diverse workforce
- Coaching, mentoring and empowering others

## **Module 3: Leading the Organization**

*Live/Virtual (May 11 & 13, half days)*

*Live (May 18 full day)*

This module includes:

- Understanding the business of public sector (panel of experts based on the public sector agencies represented)
- Establishing a basis for change, creating an environment for change, and leading sustainable change
- Balancing the day-to-day operations with creating strategy and future vision
- Completing the Leadership Action Plan

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## **Audience:**

Identified emerging leaders within a public sector organization or experienced leaders wanting to energize their leadership skills. Not fitting for new employees or those with less than 5 years' work experience.

## **Digital Badge:**

Xavier Leadership Center is proud to offer each participant a digital badge in Public Sector Leadership once you have met program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.

## **Dates:**

April 6 and 7 2021 (full days)  
April 13, 15, 27, 29 (half days)  
May 11 & 13 (half days)  
May 18 (full day)

## **Cost:** \$2,950

3.7 CEUs will be issued for this program



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## Representative Facilitators:

### Chief Jim Miguel



Jim is a Xavier Leadership Center facilitator and is the Fire Chief of Provo Utah. His personal leadership includes a 36-year career in fire service including 16 years as Fire Chief. In addition to his role as Fire Chief, he held several leadership positions including a stint as Deputy City Manager, Legislative Director, California Fire Chiefs Association, and Council Member and Vice Mayor for the City of Oakdale, California. Jim has had extensive teaching experience on topics such as Ethics, Political and Legal Aspects of the Fire Service, Advanced Fire Administration, Organizational Leadership, and Organizational Behavior and Community Risk Reduction.

### Pam Viscione



Pam is a Xavier Leadership Center facilitator delivering change leadership and operational business acumen. She recently retired after 35 years at Procter & Gamble. During her time at P&G, she worked across the country and internationally with roles in Supply Chain Management: manufacturing operations materials management, warehousing, distribution, quality assurance, product innovation, logistics, and customer care. She worked in several P&G business sectors; soap, food, beauty, oral care, business to business, and over-the-counter drugs. Pam had several assignments interfacing with non-standard business formats, and mergers and acquisitions while managing global teams.

### Tom Carroll



Tom is an experienced city manager with 24 years of experience in public sector management. His career includes managing economic development, public utilities, budgeting, construction management, private development regulation, policy analysis, labor negotiations, housing, intergovernmental relations, and citizen engagement. Tom is most comfortable operating at the intersections of complex legal, financial, political, intergovernmental, and interpersonal challenges. He uses an interdisciplinary approach to tackle organizational and community issues. The organizations he has managed have won awards for innovation, citizen engagement, intergovernmental cooperation, and benchmarking. Tom was also one of four inaugural ICMA research fellows, studying how challenged Midwestern inner-ring suburbs can reverse depopulation, disinvestment, and general decline. Prior to becoming Silverton, Ohio's Village Manager, Tom served in various local government positions in Loveland, Ohio; Savannah, Georgia; Laramie, Wyoming; and Longmont, Colorado.

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## Holly O'Driscoll



Holly is an industry expert in the field of Design Thinking and human centered innovation. She has enabled the transformation of organizations through teaching the method and mindset of Design Thinking. As Global Design Thinking Leader at P&G, Holly partnered with teams across the company to lead more than 250 Design Thinking experiences, often at the request of C-suite executives. Holly's passions include problem framing, the application of Design Thinking to organizational strategy, unleashing the diversity of people, leadership philosophy and creating conditions that allow human creativity and curiosity to thrive. Throughout her 20+ year career, Holly has built a reputation as a master human centered innovation strategist, trainer and facilitator. Holly has guest lectured on the topic of Design Thinking at The Parsons School of Design, Harvard Business School, Stanford University's Graduate School of Business, Michigan State University, University of Toronto's Rotman School of Business, and more. In January 2018, she was named one of Michael Bloomberg's Design Thinking Coaches for the Bloomberg Philanthropies USA Mayor's Challenge project, and one of her cities was awarded a \$1 million prize. In addition, she has contributed to several books including Tom Wujec's *The Future of Making*, David Dunne's *Design Thinking at Work*, and Thomas Lockwood's *Innovation by Design*. Holly is also a globally sought after conference keynote speaker.

*"The Public Sector Leadership Certificate Program provided me with an opportunity to recognize what leadership qualities I already possessed and taught me to build upon those qualities to make me an even more productive leader."*

*Ron Wallace, Fire Captain  
Norwood Fire Department*

*"My Xavier Leadership Center Public Sector Leadership Certificate helped me develop the skill set and courage to be a more agile and versatile leader. I am able to make tough decisions, have critical conversations, show empathy, and coach and mentor others whether in times of crisis or within my day-to-day operations. I developed greater resilience and effectiveness that provided my organization with immediate and sustainable results."*

*Trisha Brush, GISP - Deputy Director GIS Administration,  
Planning and Development Services Kenton County, KY*