

DHS LEADERSHIP ACADEMY

Presenter: Rosemary Calhoun, MPA,SPHR

Presentation to: DHS Board

Date: March 19, 2014



Georgia Department of Human Services

Vision, Mission and Core Values

Vision

Stronger Families for a Stronger Georgia.

Mission

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

Core Values

- Provide access to resources that offer support and empower Georgians and their families.
- Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.
- Promote accountability, transparency and quality in all services we deliver and programs we administer.
- Develop our employees at all levels of the agency.

The Carl Vinson Institute of Government (CVIQG) was asked to develop a training and development program to address the need for enhanced leadership, management, and supervisory skills in the Department of Human Services in an effort to align with and transition to Commissioner Horton's vision and to build organizational capacity.

The outcome is to develop effective and confident current and future leaders for DHS.



THE LEADERSHIP ACADEMY

- ❖ *The first Session started January 21, 2014 and will continue through June 25, 2014.*
- ❖ *The Leadership Academy consist of 9 days of in-person and group learning activities.*
- ❖ *There are currently 26 students enrolled.*



ACADEMY REQUIREMENTS

- ❖ *Commit to attend all sessions.*
- ❖ *Completion of course assignments.*
- ❖ *Identify a mentor and actively collaborate on an academy service project.*
- ❖ *Develop a personal leadership development plan and propose and prepare a team based organizational improvement project.*



LEARNING OBJECTIVES

COURSE	OBJECTIVE
<i>SESSION 1: Unleashing Your Inner Leader</i>	<i>Participants will gain an enhanced understanding of the foundational values, realities, and politics of leading in the public sector. Participants will learn about the unique role of a leader and the importance of setting and reinforcing a vision.</i>
<i>SESSION 2: Seeing Is Believing</i>	<i>Participants will gain new insights into how they think, communicate, and solve problems.</i>
<i>SESSION 3: Innovation and Collaboration</i>	<i>Participants will gain an in-depth understanding of how to change and influence organizational culture and motivate individuals to be more productive and innovative whether working within a group or independently.</i>
<i>SESSION 4: Transforming the Future</i>	<i>Participants will gain an enhanced understanding of how to enact organizational and culture change and be effective leaders in a changing or transitional organizational environment.</i>
<i>SESSION 5: Agent of Change</i>	<i>Participants will learn how to improve the ability of all organizational actors to achieve desired current and future results consistent with leadership's vision.</i>
<i>SESSION 6: Putting It All Together</i>	<i>Participants will increase select leadership skills and abilities that contribute to organizational effectiveness and enhance their ability to achieve desired results.</i>

FIRST ACADEMY GRADUATION

***June 25, 2014
Sloppy Floyd
West Tower
20th Floor
Empire Room***



QUESTIONS

