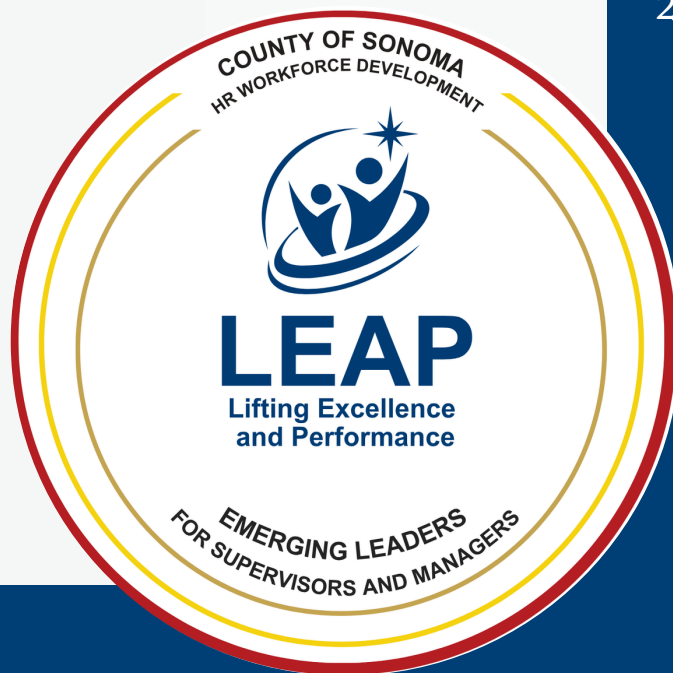




COUNTY OF SONOMA
HUMAN RESOURCES DEPARTMENT

A WORKFORCE DEVELOPMENT
SPONSORED PROGRAM



“LEAP to Success!”

LEAP

Lifting Excellence and Performance

A Tier 3 certificate in recognition for Emerging Leaders completing a specialized curriculum of strengthening and exploring supervisory and managerial principles and practices. Intended Audience: lead-level supervisors and middle managers. Sign up today!

Four-Tier System

Tier 3

Supervisors & Managers

Emerging Leader

Lifting Excellence and
Performance (LEAP)



Required (10)

- 1 Communication Skills
- 2 County Hiring Practices
- 3 Dynamics of Conflict
- 4 Facilitation Skills
- 5 Leading Change
- 6 Performance Management
- 7 Presentation and Public Speaking
- 8 Problem Solving and Decision Making
- 9 Project Management
- 10 Racial Equity

Electives (2)

- Coaching and Mentoring
- Emotional Intelligence
- Ethics in the Public Sector
- Staff Engagement
- Racial Equity
- Belonging
- Difficult Conversations

Topics

Certificate of Completion

FY25/26 Enrollment Form



LEAP

Program for Emerging Leaders

To earn the LEAP Program certificate, participants must successfully complete 10 required and two elective courses. Registration and participation with Workforce Development and manager approval. One year is recommended, but there is no time limit.

Intended Audience: The Certificate of Completion is open to County "Emerging Leaders" (currently lead-level/supervisors/middle managers).

Name: _____ **Job Class:** _____

Department : _____ **Supervisor:** _____

Are you currently in a lead, supervisor, or managerial role? ☐ Yes ☐ No

Are you responsible for leading/supervising/managing programs and/or services?

☐ Yes ☐ No

Curriculum requirements coincide with the date of submitted application and may change if program not completed within 18 months of start date.

Application Date: _____

Submit Form

Required Topics:

- Communication Skills for Leaders
- County Hiring Practices
- Dynamics of Conflict
- Facilitation
- Leading Change
- Performance Management
- Presentation and Public Speaking Skills
- Problem Solving and Decision Making
- Project Management
- Racial Equity

Elective Topics:

- Coaching and Mentoring
- Emotional Intelligence for Leaders
- Ethics in the Public Sector
- Staff Engagement
- Racial Equity
- Belonging
- Tough Conversations

Enroll Now!



HR- Workforce-Development@sonomacounty.org

Workforce  Development