



## LEADERSHIP AND PUBLIC MANAGEMENT PROGRAMS

All courses below require substantial investment of time and money and should be closely evaluated and discussed with the employee and manager on the applicability of the course for the employee's development plan. Most are around \$2000-\$4000 in tuition. Refer to DAS or specific agency policies for information on reimbursement and/or work time to complete the programs.

Program:	Target Audience:	Focus:	Curriculum Structure:	Application Process
<p><a href="#">DAS Leadership Oregon (LO)</a></p> <p>Contact: <a href="#">Lucy Gardner</a> (DAS) manager/facilitator</p> <p>Sponsored by: DAS and statewide</p>	<p>Current/future mid-executive level Managers</p> <p>2 employees/per agency/ per cohort (selected by the Director)</p>	<p>Focused on leading at the executive level of state government</p> <p>Key themes: Enterprise business acumen, communication, mentoring &amp; developing others, innovation, intentional engagement, stewardship</p>	<p>1 calendar year</p> <p>22 workshop days over 12 months</p> <p>Cohort of 30-32</p> <p>360 feedback, emotional intelligence, mentoring, coaching, and action learning that expands an awareness of self, examines key issues in Oregon state government, promotes insight into personal values &amp; beliefs, formulates sustainable leadership networks</p>	<p>Application &amp; Selection Process</p> <p>Must have manager and agency head approval to apply</p> <p>See contact for pricing &amp; application materials</p>
<p><a href="#">DAS Management Education Programs: Emerging Managers</a></p> <p>Contact: <a href="#">Brandy Meng</a></p> <p>Sponsored by: DAS and statewide</p>		<p>This program is for team leads or employees interested in exploring management as a next career step. The purpose of the program is to identify knowledge and skills you currently have and strengthen those you want to develop in relation to the enterprise manager competencies which are needed to become an effective manager. You will walk away with a plan for developing yourself to become ready for a management role.</p>	<p>2 days</p> <p>360 competency assessment, work styles inventory, informational interviews, and IDP</p>	<p>None</p>

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<p><b><u><a href="#">DAS Management Education Programs: Foundational Training Program</a></u></b></p> <p>Contact: <a href="#">Brandy Meng</a></p> <p>Sponsored by: DAS and statewide</p>	<p>New managers or experienced managers needing a refresher.</p>	<p>This program is for new managers and an excellent refresher for experienced managers. This program covers critical foundational skills for managers that can be applied immediately in the workplace.</p>	<p>8-days of in class time spread over eight weeks (1 session per week)</p> <p>360 competency assessment, EI self assessment, and work styles inventory</p>	<p>None</p>
<p><b><u><a href="#">DAS Management Education Programs: New to Public Management</a></u></b></p> <p>Contact: <a href="#">Brandy Meng</a> (Trainer/Facilitator)</p> <p>Sponsored by: DAS and statewide</p>	<p>Experienced manager's new to state government</p>	<p>This course provides seasoned managers the information and tools they need to transition their prior experience to the state government environment.</p>	<p>1 day</p>	<p>None</p>
<p><b><u><a href="#">DAS Management Education Programs: Boards, Commissions &amp; Small Entities</a></u></b></p> <p>Contact: <a href="#">Brandy Meng</a></p> <p>Sponsored by: DAS and statewide</p>	<p>New board/commission member or executive directors of a small entity</p>	<p>State law requires DAS to provide training for new board/commission members and executive directors of a small entity. To meet the requirement of the law, an online training has been developed and is available within iLearn. The training must be completed within 6 months of the start date of a new board/commission member or the appointment as an executive director of a small entity.</p>	<p>Online course</p>	<p>None</p>

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<p><b>Ascent: Aspiring Leadership Program (ALP)</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT Learning Coalition (ALC) and Statewide</p>	<p>Non-supervisory at all levels (includes team leads)</p> <p>Typically held every other year</p>	<p>Transformational leadership development. Includes personal mastery, purpose, values and vision. Seek feedback and enrolling others in needed change. Personal strategic plan to improve personal and organizational effectiveness.</p>	<p>18 workshop days over 9 months. Nov – July timeframe.</p> <p>Cohort of 25</p> <p>Intensive feedback, assessment, workshop, action learning 1:1 and small group coaching, mentoring</p>	<p>Competitive Application &amp; Selection Process</p> <p>Must have Manager Approval</p> <p>Application materials are obtained through ASCENT contact.</p>
<p><b>Ascent: Managers' Leadership Program (MLP)</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT Learning Coalition (ALC) and Statewide</p>	<p>Management and Supervisory at all levels</p> <p>Typically held every other year</p>	<p>Transformational leadership development. Includes personal mastery, purpose, values and vision. Seek feedback and enrolling others in needed change. Personal strategic plan to improve personal and organizational effectiveness.</p>	<p>18 workshop days over 9 months. Nov – July timeframe.</p> <p>Cohort of 25</p> <p>Intensive feedback, assessment, workshop, action learning 1:1 and small group coaching, mentoring</p>	<p>Competitive Application &amp; Selection Process</p> <p>Must have Manager Approval</p> <p>Application materials are obtained through ASCENT contact.</p>
<p><b>Ascent: Leader to Leader (L2L)</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT Learning Coalition (ALC) and Statewide</p>	<p>Management and Supervisory at all levels</p>	<p>After receiving a Leadership Circle 360 Profile through a separate ASCENT workshop, L2L deepens leadership learning and practice using topics that support overall effectiveness. Utilizes peer coaching.</p> <p>Key themes: Awareness, Trust, Courageous Conversations, Leading thru Change, Integrity, Achieving, Relationship Building, Listening, Systems Thinking, Transformation.</p>	<p>3 Series – each series is a set of six-seven highly interactive workshop sessions.</p> <p>Cohort of 6-10 meets monthly for 4 hours.</p> <p>Peer coaching and monthly commitments focused on a different topic each month that builds on creative competencies in the 360 profile.</p>	<p>Register through iLearn.</p> <p>360 profile a pre-requisite for Series 1.</p> <p>Series 1 pre-requisite for Series 2.</p> <p>Series 2 pre-requisite for Series 3.</p>

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<p><b>Ascent: Authentic Leader Program (AL)</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT Learning Coalition (ALC) (agency request only)</p>	<p>Executive and Senior Leaders, Boards and Commissions, Division and Section Leaders</p>	<p>Designed to help leaders accurately understand their current state of leadership, and chart their own unique developmental journey.</p> <p>Key themes: Increased consciousness and authenticity, common framework and language for effective leadership. Leveraging conflict to produce better system outcomes.</p>	<p>3 day residential workshop delivered by The Leadership Circle consultant partner.</p> <p>Leaders, senior level In-tact teams or mixed cohort of 16-23 in size</p>	<p>No application process.</p> <p>Contact ASCENT to arrange this opportunity</p>
<p><b>Ascent Promise of Leadership</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT Learning Coalition (ALC) and Statewide</p>	<p>Employees at all levels of state government.</p>	<p>Increased awareness, importance of feedback and receipt of The Leadership Circle profile in the workshop.</p> <p>Includes a 1:1 coaching debrief within 3 working days.</p>	<p>Individual and group activities and intellectual property content from The Leadership Circle.</p> <p>In-tact teams or mixed agency cohort.</p>	<p>Register through iLearn. Usually one in fall, one in spring.</p> <p>Contact ASCENT for more information.</p>
<p><b>Ascent 360 Group Report</b></p> <p>Contact: <a href="#">Paul Egbert</a></p> <p>Sponsored by: ASCENT</p>	<p>Any collection of 360 participants as determined by requesting agency or group</p>	<p>Collective leadership brand, effectiveness and desired future state or vision.</p>	<p>2 hour session for teams and groups</p> <p>Utilizes 360 profile and 360 group report</p>	<p>Contact ASCENT to request this workshop and for pricing information.</p>

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<p><b><u>Chinook Institute</u></b></p> <p>Sponsored by: Chinook Institute for Civil Leadership</p>	<p>Mid-level managers ready for executive management</p>	<p>Individual transformation &amp; leadership, leading change, reaching agreement, structures for success</p>	<p>6 day resident event</p>	<p>Enrollment</p> <p>Obtain Manager Approval</p> <p>See program sponsor's website for pricing &amp; registration</p>
<p><b><u>Willamette Certificate of Public Management</u></b></p> <p>Sponsored by: Willamette University, Atkinson Graduate School of Management</p>	<p>Senior analysts, middle managers</p>	<p>The Certificate in Public Management takes a systems-based approach to the public sector's distinct context, challenges and mandates. By integrating best business practices with the public sector's needs, you'll be ready to do more with less, regardless of whether you're managing in a Federal, State or Local Governmental entity.</p>	<p>4 terms: (15 months)</p> <p>Weekly ½ day course on Willamette's campus.</p> <p>2 courses/term for a total of 8 courses that could also count as a start of a Willamette MBA.</p>	<p>Application &amp; Selection Process</p> <p>Obtain Manager Approval</p> <p>See program sponsor's website for pricing &amp; application materials</p>
<p><b><u>Local Government Management Certificate Program</u></b></p> <p>Sponsored by: The League of Oregon Cities (LOC) through the Oregon Local Leadership Institute (OLLI)</p>	<p>City, county and other local government officials including: government managers; department heads; mid-level managers/supervisors; employees interested in understanding and developing management skills</p>	<p>Enrich your professional development; increase your understanding about local government management in Oregon</p>	<p>Select training content from prescribed areas including: ethics, community relations, human resource management</p>	<p>Application &amp; Selection Process</p> <p>Obtain Manager Approval</p> <p>See program sponsor's website for pricing &amp; application materials</p>

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<p><b><u>Elements of Effective Supervision</u></b></p> <p>Sponsored by: The League of Oregon Cities (LOC) through the Oregon Local Leadership Institute (OLLI)</p>	<p>Supervisors or managers and employees who want to know what “supervision” requires</p>	<p>This course focuses on a performance management system that addresses major concerns in the public sector:</p> <ul style="list-style-type: none"> <li>• Legal compliance and equal treatment;</li> <li>• Effective attention for both excellent and challenged employees; and</li> <li>• Goal and feedback systems that improve performance.</li> </ul>	<p>Two, 2-day classroom sessions offered in various locations in Oregon</p> <p>Extensive hands-on analysis and practice.</p>	<p>Enrollment</p> <p>Obtain Manager Approval</p> <p>See program sponsor’s website for pricing &amp; registration</p>
<p><b><u>Leadership in Turbulent Times</u></b></p> <p>Sponsored by: The League of Oregon Cities (LOC) through the Oregon Local Leadership Institute (OLLI)</p>	<p>People at any level of the organization interested in the methods necessary to build relationships that improve outcomes for internal and external stakeholders.</p>	<p>This program does not focus on the formal performance management process but rather skills and attitudes necessary to help people at all levels work for the good of the organization.</p>	<p>Two day classroom session offered in various locations in Oregon</p>	<p>Enrollment</p> <p>Obtain Manager Approval</p> <p>See program sponsor’s website for pricing &amp; registration</p>
<p><b><u>Luke Center – Pacific Program</u></b></p> <p>Sponsored by: The Luke Center for Catalytic Leadership</p>	<p>Leaders working with diverse stakeholders (Public, private and non profits)</p>	<p>Designed to cultivate Catalytic leadership. Lead from passion and strength, Think/Act strategically and facilitate productive work groups.</p>	<p>5 day residential program on “Catalytic Leadership”</p>	<p>Application &amp; Selection Process</p> <p>Obtain Manager Approval</p> <p>See program sponsor’s website for pricing &amp; application materials</p>

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<p><a href="#"><u>Latino Leadership Development Program</u></a></p> <p>Sponsored by: Hispanic Metropolitan Chamber of Commerce</p>	<p>Latinos in the public or private sector that want to increase their leadership and management skills.</p>	<p>How to be a person of influence, Change Acceleration, Strategic Planning, Communication &amp; Problem Solving Skills.</p>	<p>Year long program 1-2 days per month, taught by Faculty from OSU, PSU, Uof O, Local Govt &amp; Private Sector Managers</p>	<p>Application &amp; Selection Process</p> <p>Obtain Manager Approval</p> <p>See program sponsor's website for pricing &amp; application materials</p>
<p><a href="#"><u>Executive Master of Public Administration</u></a></p> <p>Contact: Phil Keisling</p> <p>Sponsored by: Portland State University</p>	<p>Designed for busy, ambitious and forward-looking public and nonprofit professionals who have at least ten years of significant work experience.</p>	<p>Leading yourself, others, organizations &amp; community</p>	<p>Designed to be complete in 24 months, Saturday sessions.</p>	<p>Application &amp; Selection Process</p> <p>Obtain Manager Approval</p> <p>See program sponsor's website for pricing &amp; application materials</p>
<p><a href="#"><u>Oregon Project, Program and Portfolio Management</u></a></p> <p>Sponsored by: Oregon Project Management Advisory Board and DAS</p>	<p>Promotes professional project and program management as a standard discipline and best business model for state and local government.</p>	<p>Follows the tenets of project and program management as defined by the Project Management Institute (PMI).</p>	<p>-Introduction to Managing Projects -Oregon Project Management Certification -Portfolio Management -Business Analysis and Process Mapping</p>	<p>See program sponsor's website for pricing &amp; application materials</p>
<p><a href="#"><u>Technical Assistance Seminars</u></a></p> <p>Sponsored by: Bureau of Labor and Industries</p>	<p>Offers a variety of training seminars for Oregon Employers, supervisors, managers and human resources professionals</p>	<p>Working closely with bureau enforcement division, these educational seminars cover the latest developments in employment law.</p>	<p>Effective and proactive way to help keep organizations in compliance with labor laws. Course times vary from 3 hrs to 8 hrs.</p>	<p>See program sponsor's website for pricing &amp; application materials</p>

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<p><a href="#"><u>Leadership Development Program</u></a></p> <p><b>(This appears to now just be networking for each independent group)</b></p> <p>Sponsored by: Diverse and Empowered Employees of Portland (DEEP) sponsored by Office of Equity and Human Rights, City African-American Network, Unidos Latinos, and Women's Empowerment</p>	<p>Pilot programs for women professionals and professionals of color.</p>	<p>Build leadership skills, create a network and support system, learn strategies for career advancement.</p> <p>Engages in issues more specific to the challenges faced by minorities and women while providing practical tools that enhance work product.</p>	<p>Meetings and Events vary</p>	<p>See program sponsor's website for pricing &amp; application materials</p>