



The Maddy Institute to Offer “Certificate in Public Sector Leadership”

This Fall, The Maddy Institute, in conjunction with the Division of Continuing and Global Education, California State University, Fresno, plans to offer a *Maddy Institute Certificate in Public Sector Leadership*.

While all managers require similar knowledge and skills, public sector managers require a unique set of knowledge and competencies to be effective. Local governments are demanding and complex. It is an environment of finite resources, with ever increasing demands and higher citizen expectations for service and accountability. The changing political landscapes in Sacramento and Washington D.C., as well as the ambitions, agendas, and leadership styles of local elected officials add to the complexity

The six week Certificate Program will be designed for department managers, administrators, supervisors, elected officials and other local government employees who want to develop their skills in leadership and organizational effectiveness in the public sector. It will be open to public sector agencies of all types (cities, counties, special districts, etc) throughout the San Joaquin Valley.



Donna Zajonc, author of *The Politics of Hope*, leading a Community Collaboration Workshop sponsored by the Maddy Institute's Dooley Leadership Fund.



The Certificate Program will consist of five courses. Participants will be encouraged to enroll in the entire series.

The courses offered will include:

- **Public Sector Agencies:** The history and evolution of public sector agencies; overview, uniqueness; compare/contrast with private and/or

nonprofit organizations; current external forces shaping how public sector agencies are viewed and their challenges for increased accountability, competence and service (e.g., government response to Hurricane Katrina); a general review of federal, state and local laws governing public agencies (Brown Act, public access to records, etc.)

- ***Collaborative Governance in the Public Sector:*** Leadership theory, new thinking and self-assessment exercises; collaborative governance and public dispute conflict resolution; strategies for citizen engagement; dealing with elected officials; managing and inspiring others.
- ***Public Sector Budget and Finance:*** Overview of accounting principles, funds, restrictions on certain revenue categories; communicating complex budgetary information to elected officials, staff and the public.
- ***Leading a Public Sector Workforce:*** Human resource strategies: human resources 'primer' for public sector agency managers; recruiting; hiring; discipline; bargaining groups; and dealing with public sector unions.
- ***Ethics, Community Stewardship and Civic Entrepreneurship:*** Stewardship and leadership issues unique to the public sector, the fundamental role of ethics and community stewardship in guiding all decisions, as well as innovative strategic thinking to ensure your jurisdiction or agency can thrive in these changing times.

The courses would meet for a half day and include additional coursework, as needed. Depending on the number of hours, academic credit may be offered.

For more information, contact Executive Director Mark Keppler at mkeppler@csufresno.edu.