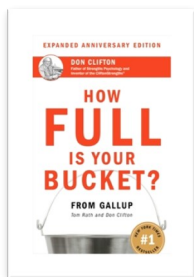




LEADERSHIP BOOK CLUB ENGAGES EMPLOYEES ACROSS 15 DEPARTMENTS



The Leadership Initiative concluded its Spring Leadership Book Club, *How Full Is Your Bucket?*, in July with 78 employees participating across 15 County departments. The book club was designed in response to key themes identified in the 2025 Employee Engagement Survey and provided employees with an opportunity to explore how everyday interactions, recognition, appreciation, and encouragement can positively influence morale, teamwork, engagement, and workplace culture.

The Book Club was offered as a flexible, self-paced leadership development opportunity, with participants reading one chapter each week and receiving weekly emails with key insights, reflection questions, and practical challenges to help put the concepts into action. The book club concluded with an optional in-person "Bucket Filling" reception for participants to connect and reflect on what they learned. The strong participation across departments demonstrates continued employee interest in accessible development opportunities that support a positive, connected, and engaged County work culture.

LEADERSHIP ACADEMY: DEVELOPING LEADERS AT EVERY LEVEL

In July, the County proudly recognized 33 employees, who completed the 2025 Leadership Academy, before the Board of Supervisors. The 2025 Academy consisted of nine courses totaling nearly 30 hours of instruction and was designed to provide County leaders with a shared foundation of leadership skills, values, and practices. Graduates were recognized with certificates and customized plaques in acknowledgment of their commitment to professional growth and to strengthening leadership across the organization.

Building on that success, Human Resources will launch the 2026–2027 Leadership Academy in September. The updated eight-course development pathway continues to strengthen practical leadership skills, support high-performing teams, and reinforce the County's High Performing Organization (HPO) philosophy. While Academy completion is required for supervisors and managers, courses are also open to all County employees, expanding opportunities for emerging leaders to develop skills and prepare for future leadership roles. Through the Academy, the County aims to build leadership capacity at every level, strengthen connections across departments, and foster a workplace culture where employees are empowered to contribute, take ownership, and make a positive impact.

Leadership at all levels - Leadership with heart

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