How is your Bench? Or Why develop leaders anyway? Rick Rocchetti, President and CEO of Rocchetti and Associates, Inc. Dena Sabinske, Director of Parks and Recreation, Waxhaw, NC Lee Jones, Director, Parks and Recreation, Mecklenburg County, NC Blake Covington, Western Region Consultant, Recreation Resources Service NC State University

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2/1/2024

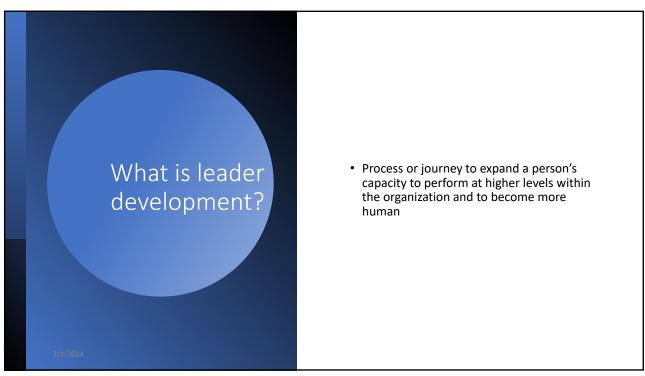
To define leader development To define leader development in your organization To share three stories of leader development in municipal organizations

Agenda

- · Welcome and Introductions
- · Leader Development
 - What is it, why is it important, benefits, results, City of Raleigh leader development program
- Dena Waxhaw leadership program
- Lee Mecklenburg County leadership program
- Q and A
- Adjourn

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Leader Development



Individual level:

expand capacity to perform in a leadership roledevelop a leadership mindset; execute on strategy, build alignment,

lead change, 2/1/202 develop others.



Organizational level:

To develop the organizations' capacity to do its work, both in the short and long-term.

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- Improve bottom-line financial performance
- · Attract and retain talent
- Drive strategy execution
- Increase success in navigating change
- Deliver compelling ROI by improving productivity, profits, retention rates, role succession, skill fit, job satisfaction, and corporate culture³.
- Help employees to understand their roles and responsibilities in the organization⁴.
- Create a culture of trust and accountability within the organization⁴.
- Instill confidence in their teams⁵.
- Create a better atmosphere in the workplace, making co-workers feel safe, valued, and understood⁵.
- Make teams more efficient, goal-focused, and happier in their roles⁵.

