

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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Objectives

- To define leader development
- To learn about the importance of leader development in your organization
- To share three stories of leader development in municipal organizations

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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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What is leader
development?

- Process or journey to expand a person's capacity to perform at higher levels within the organization and to become more human

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Leader Development



Individual level:

expand capacity to perform in a leadership role-
develop a leadership mindset;
execute on strategy,
build alignment,
lead change,
develop others.

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Organizational level:

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

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What does Leader Development do?
(HBR)


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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.](#)

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Panel Discussion


- Dena Sabinske: Director of Parks and Recreation, Waxhaw, NC



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Panel Discussion



W. Lee Jones, AIA, NCARB
 Director
 Park and Recreation
 Mecklenburg County Government
 980-314-1077 (office) | 980-722-2081 (mobile) | MeckNC.Gov

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