



# COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE

**Sevet Johnson, PsyD**  
County Executive Officer

**Mike Pettit**  
Assistant County Executive Officer

**Kaye Mand**  
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Assistant County Executive  
Officer/  
Human Resources Director  
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June 27, 2023

Board of Supervisors  
County of Ventura  
800 South Victoria Avenue  
Ventura, California 93009

**Subject: Receive and File a Presentation to Recognize the Members of the Second Cohort of Ventura County's Leadership Development Program, LEAP for Managers, "Mavericks," Who Graduated in June 2023.**

## Recommendations

We recommend that your Board receive and file a presentation to recognize the members of the Second Cohort of Ventura County's Leadership Development Program for Managers, who graduated in June 2023.

## Discussion

We are pleased to announce the graduation of the second cohort from the Leadership Excellence and Action Program, LEAP for Managers. The executive version of this program was developed in 2016 with your Board's support and at the direction of, and in collaboration with, the County Executive Office. This program is aligned with the County's strategic plan goals to develop "employees to become leaders who promote ethics, innovation, service, accountability, and peak performance." LEAP for Managers utilizes nationally recognized gold standards and has local thought leaders as faculty.

LEAP for Managers primarily targets mid- to lower-level managers and is designed to enhance their effectiveness and to prepare them for advancement. It provides emerging leaders with an effective skillset designed to enhance the countywide organizational culture. Specifically, LEAP for Managers' goals are to:

1. Build internal leadership capacity;
2. Increase employee accountability;
3. Develop self-awareness of leadership competencies and impact on others;
4. Maximize employee engagement; and

5. Build dependable relationships across agencies and departments.

LEAP for Managers is a three-month program with eight half-days of learning covering six content areas. The essential components of LEAP for Managers include: 1) Employee Engagement; 2) Emotional Intelligence; 3) Strategic Leadership; 4) Crucial Accountability; 5) Diversity, Equity, and Inclusion for leaders; and 6) 360-degree assessment.

Because the program is customized to meet the needs of the County and facilitated by County and local subject matter experts, it is a highly effective developmental tool, and provides cost savings when compared to similar outsourced programs.

We are pleased to announce the names of the following graduates from the LEAP for Managers first cohort:

1. Robert Abeloe, County Executive Office
2. Sandra Ambriz, County Executive Office
3. Ruby Avila, Health Care Agency
4. Lorraine Bunt, Treasurer-Tax Collector
5. Allyn Cahoon, General Services Agency
6. Maria Carrillo, Fire Department
7. Kevin Coe, Public Works Agency
8. Lydia Collins, Ventura County Library
9. Victoria Deguzman, Probation Agency
10. Dante Diaz, Assessor's Office
11. Seleta Dobrosky, Health Care Agency
12. Kate English, County Executive Office
13. Jean Fontayne, Public Works Agency
14. Jesus Gonzalez, Human Services Agency
15. Tyler Harris, Air Pollution Control District
16. Jannette Jauregui, Department of Airports
17. Leticia Lachberg, Human Services Agency
18. Courtney Lubell, Health Care Agency
19. Karla Mairena, Ventura County Employees' Retirement Association
20. Tim Myers, Human Services Agency
21. Guadalupe Paz, Probation Agency
22. John Rivera, Health Care Agency
23. Happy Stem, Resource Management Agency
24. Taylor Thomas, Health Care Agency
25. Monica Torres, Health Care Agency
26. Robert Welsbie, Fire Department
27. Derrick Wilson, Public Works Agency
28. Corina Wondoloski, District Attorney's Office

This letter has been reviewed by the County Executive Office, County Counsel, and the Auditor-Controller's Office. If you have any questions regarding this item, please contact me at (805) 654-2561.

Respectfully submitted,



Shawn Atin  
Assistant County Executive Officer/Human Resources Director



Sevet Johnson, PsyD  
County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller  
Tiffany N. North, County Counsel  
Mike Pettit, Assistant County Executive Officer  
Kaye Mand, Assistant County Executive Officer/Chief Financial Officer