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Assistant County Executive Officer

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County Chief Financial Officer

July 23, 2004

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 Third Cohort of the County of Ventura's Leadership Development Program, LEAP for Managers, "Trifecta," Who Graduated in June 2024.**

### Recommendation

We recommend that your Board receive and file a presentation to recognize the members of the Third Cohort of the County of Ventura's Leadership Development Program for Managers, who graduated in June 2024.

### **Strategic Priority**

The item recommended herein supports the County's Strategic Priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

### Discussion

We are pleased to announce the graduation of the third cohort from the Leadership Excellence and Action Program, LEAP for Managers. The executive version of this program was developed in 2016 with your 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 "cultivate a talented, diverse, and inclusive workforce emphasizing ethics, leadership, and effectiveness." LEAP for Managers utilizes nationally recognized gold standard models for leadership development 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 is 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.

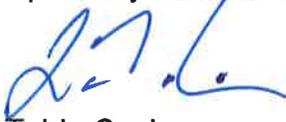
We are pleased to announce the names of the following graduates from the LEAP for Managers first cohort:

1. Robert Barna, Probation Agency
2. Steve Bates, Assessor
3. Bryan Bray, Animal Services
4. Servando Briggs, Harbor Department
5. Scott Burns, Information Technology Services Department
6. Denise Carrizosa, County Executive Office
7. Robert Crawford, General Services Agency
8. Hannah Edmonson, Health Care Agency
9. Liz Gonzalez, County Executive Office
10. Blake Heller, District Attorney's Office
11. Yolanda Hernandez, Ventura County Library
12. Sul Jung, Health Care Agency
13. Eduardo Malagon, Sheriff's Office
14. Ewelina Malejewska, Sheriff's Office
15. Grissel Marquez, Health Care Agency
16. Blanca Medina, Department of Child Support Services
17. Matt McGill, Health Care Agency
18. Sam Michie, Air Pollution Control District
19. Rolando Morales, Human Services Agency
20. Erica Nakamura, Auditor-Controller's Office
21. Shalini Nunna, Ventura County Employees' Retirement Association
22. Leticia Ortega, Human Services Agency
23. Dean Phaneuf, Resource Management Agency
24. Angelina Ramirez, Probation Agency
25. Jordan Roberts, Fire Department

26. Nicole Salazar, Health Care Agency
27. Heather Te, Health Care Agency
28. Ashley Williams, Medical Examiner's Office
29. Emily Veldkamp, Public Works Agency
30. Gwendolyn Vontoure, Health Care Agency
31. Tiffany Wright, Human Services Agency

The County Executive Office, County Counsel, and the Auditor-Controller's Office have reviewed this letter. If you have any questions regarding this item, please contact me at (805) 654-3600

Respectfully submitted,



J. Tabin Cosio  
Interim Director of Human Resources



Sevet Johnson, PsyD  
County Executive Officer

- c: Jeffery S. Burgh, Auditor-Controller  
Tiffany N. North, County Counsel  
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