



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE

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February 28, 2023

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

Subject: Receive and File a Presentation Recognizing the Tenth Cohort of the County of Ventura's Executive Leadership Development Program, LEAP, "Tenacious 10," Who Graduated in January 2023.

Recommendations

We recommend that your Board receive and file a presentation recognizing the January 2023 graduates of the County of Ventura's Executive Leadership Development Program's Tenth Cohort.

Discussion

We are pleased to announce the graduation of the Tenth Cohort from the County of Ventura's Leadership Excellence and Action Program (LEAP). This program was developed in 2016 with your support and at the direction of, and in collaboration with, the County Executive Office. This program aligns with the County's strategic plan goals to develop "employees to become leaders who promote ethics, innovation, service, accountability and peak performance."

LEAP utilizes nationally recognized gold standards and has local thought leaders as faculty. LEAP primarily targets Agency/Department senior managers and is designed to enhance their effectiveness and to prepare them for advancement. It provides emerging executives an effective skillset designed to enhance the Countywide organizational culture. Specifically, LEAP 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 through coaching.

5. Increase political savvy knowledge and skills to expand influence and maximize outcomes.
6. Increase presentation skills.
7. Build high trust and dependable relationships across agencies and departments.

LEAP is a five-month program with seven days of learning covering 11 content areas. LEAP's essential components include: 1) Real Colors Leadership; 2) 360-Degree Assessment; 3) Diversity, Equity, and Inclusion for Leaders; 4) Employee Coaching; 5) Emotional Intelligence; 6) Employee Engagement 7) Political Savvy 8) Trust; 9) Crucial Accountability; 10) Strategic Leadership; and 11) Mock Board Presentations.

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 following graduates from the LEAP Tenth Cohort:

1. Antonio Apodaca, Ventura County Library
2. Claire Burdick, Auditor-Controller
3. Joseph Bacigalupi, Information Technology Services
4. Raja Bamrungpong, Information Technology Services
5. Eline Britz, Animal Services
6. Colter Chisum, General Services Agency
7. Charles Dixon, Department of Child Support Services
8. Paul Drevenstedt, Public Defender
9. Cheryl Fox, Health Care Agency
10. Teo Francu, Resource Management Agency
11. Michele Guzman, County Executive Office
12. Jennifer Harkey, County Executive Office
13. Jesse Hernandez, Human Services Agency
14. Scott Meckstroth, Public Works Agency
15. Esmeralda Navarro, Department of Child Support Services
16. Aaron Perry, Probation Agency
17. Chris Russell, Human Services Agency
18. Sara Sanchez, Health Care Agency
19. Chuck Scherrei, Fire Department
20. Noemi Solomon, Health Care Agency
21. Andy Souza, Probation Agency
22. Sergio Vargas, Public Works Agency
23. Greta Varien, Agricultural Commissioner
24. Dave Ward, Resource Management Agency
25. Andy Werner, Harbor Department

- 26. Charles Wilson, General Services Agency
- 27. Dina Zuhric, District Attorney

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