

PROGRAM INFORMATION

OVERVIEW

The Management Academy is a professional education opportunity for mid-level managers to enhance their knowledge and skills in competencies related to how we manage ourselves, our work, and the people we are entrusted to lead. It is a key new element in the State's commitment to ensure the citizens of Nevada that its government has a strong cadre of professional managers today and staff ready to transition into leadership and senior management positions whenever those vacancies occur. The Academy will also begin to develop a consensus around the expectations and role of managers in State government.

For our colleagues new to management, the Academy provides an introduction to practical skills and relevant knowledge, tools and techniques for directing staff and work. For our more experienced managers, the Academy will serve as a thoughtful refresher.

CURRICULUM

The curriculum is focused on three broad competencies: managing self, managing work and managing people. In concert with these three competencies, the Academy introduces a framework for managerial effectiveness that examines four common roles managers must play (see Figure 1). At various times, all managers play each of these roles and effective managers understand which role is most appropriate in a given situation. The specific topics featured in the Academy are organized by these four roles with ample discussion about effective execution.

In the classroom, participants engage in peer discussions of the competencies they need to succeed in their workplace today and in the future, while practicing new management skills and techniques. Examples of topics likely to be covered during the Academy include:

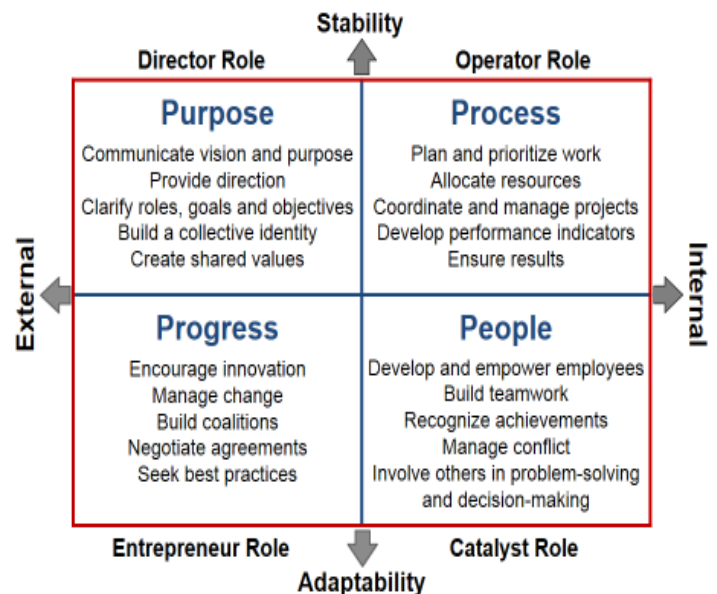
- Strategic Vision and Goal Setting
- Managing and Leading Change
- Project Management Execution and Process Improvement
- Manager's Role in Performance Management and Coaching
- Managing Conflict; Teams and Group Process
- Collaboration and Partnership Strategies
- Creative Problem Solving and Innovation in the Workplace

In addition to the topics listed here, participants have opportunities to interact with current State agency leaders.

Participants will also complete several self-assessments and build an individual management development plan to carry out additional independent learning. Participants will likely need to spend a limited amount of time between classroom sessions to complete assignments and prepare for the next one.

Figure 1

Framework of Managerial Effectiveness



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ACADEMY FORMAT AND SCHEDULE

Participants will spend two full days (8:30am-4:30pm) in the classroom from late March through July 2018, according to the following schedule:

Tuesday-Wednesday, March 27-28
Tuesday-Wednesday, April 24-25
Wednesday-Thursday, May 23-24
Wednesday-Thursday, June 13-14
Wednesday-Thursday, July 18-19

All classroom sessions will be held at the Nevada State Library and Archives, Training Rooms A/B, 100 N Stewart St, Carson City, NV 89701.

Please note that the Management Academy is offered regionally. The next Las Vegas session will start in late summer 2018. The Office of Employee Development is at this time only accepting applications for the Northern Nevada session to be held on the dates listed above. Applications and schedule for future regional sessions will be available at a later date.

PARTICIPANT ELIGIBILITY

The Academy is open to State employees who are successfully performing in mid-level management roles or those who currently hold a supervisory position and aspire to assume management positions in the future. If the number of applications exceeds the number of available seats, preference will be given to colleagues who hold management positions. Graduates of the Nevada Certified Management Program (NVCPM) are not eligible.

To the extent possible, selection decisions will take into account a variety of demographic information in order to have an overall diverse class.

COST

There is no charge to participants or their respective agencies or departments to attend the Management Academy. However if a participant incurs costs associated with travel to attend the Academy, it will be the responsibility of the participant's department to reimburse him/her at standard State rates.

ATTENDANCE

Participants will be expected to attend all 10 days of instruction. If you know now that you will have a scheduling conflict, please do not apply, but consider applying for a future session. If you are accepted into this Academy session and experience an unanticipated scheduling conflict, you can request an excused absence, which will be handled on a case-by-case basis. Unexcused absences may lead to your withdrawal.

APPLICATION PROCESS

Eligible colleagues interested in participating in the Management Academy will need to complete an application form. Your Supervisor will need to complete a recommendation form as well in order for you to be considered. Both forms are available at: [Mgmt Academy Overview](#).

APPLICATION TIMELINE

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| 1/9: | Application is available on the Division of Human Resource Management website |
| 2/9: | Applications due
Supervisor Recommendations due
<i>Applications received after this date will be considered if space is available.</i> |
| 2/23: | Applicants notified of selection decisions |
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FOR MORE INFORMATION

Email: NVMgmtAcademy@admin.nv.gov

Contact: Rebecca Kennard (rkennard@admin.nv.gov)
Jennifer Herrera (jknoeber@admin.nv.gov)