The Class 16 journey…
In this program, not only do you develop and hone the skills necessary to be successful in the management of Public Trust, you develop a camaraderie with your classroom peers and instructors.
You will gain vital skills in business management and working with personnel to help them and you succeed.
It is a tough class, and you must be committed, but it is well worth it.
It allows you to catch a glimpse of the inner workings of public management.
Take all of the knowledge, skills, and abilities you already have and take it to the next level, both conceptually and in practice.
You must be willing to put in the work but you learn a lot, have fun and meet great people.
Celebrate
You're Half Way There!

De Like Water...
—Busi Lee—
The tools and methods taught will last me throughout my tenure here at the State and beyond.
Well worth it.

This course provides exposure to the government side of things. For someone who spent most of my time in the private sector, this improved my overall knowledge of management.
The Nevada CPM program delivers education, techniques, and resources you can use throughout your career.
The material covered in the class is unlike any other supervisor class that the State will offer.
I believe the CPM Program gives a broad overview of leadership skills and abilities, while providing some very specific tools for your toolbox.
The CPM program has helped me to be a more consistent and well-rounded leader.
While the course is specific to careers in the public sector, these tools will help you achieve success in any career field.
So we take what Caes
and we keep on going
Leaning on each other’s shoulders
Then we turn around
And we see we’ve come
So far somehow.
The Nevada CPM program delivers education, techniques, and resources you can use throughout your career.
The networking you create during this class will benefit you throughout your career.
### Class 16 Type and Temperament

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
<th>Temperament</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFJ</td>
<td>1</td>
<td>Idealist</td>
</tr>
<tr>
<td>INFP</td>
<td>2</td>
<td>Idealist</td>
</tr>
<tr>
<td>ISTJ</td>
<td>11</td>
<td>Guardian</td>
</tr>
<tr>
<td>ISFJ</td>
<td>6</td>
<td>Guardian</td>
</tr>
<tr>
<td>ENFJ</td>
<td>1</td>
<td>Rational</td>
</tr>
<tr>
<td>ENFP</td>
<td>4</td>
<td>Rational</td>
</tr>
<tr>
<td>ESTJ</td>
<td>2</td>
<td>Rational</td>
</tr>
<tr>
<td>ESTP</td>
<td>1</td>
<td>Rational</td>
</tr>
<tr>
<td>ISFP</td>
<td>1</td>
<td>Rational</td>
</tr>
<tr>
<td>ENTJ</td>
<td>1</td>
<td>Artisan</td>
</tr>
<tr>
<td>ENTP</td>
<td>1</td>
<td>Artisan</td>
</tr>
<tr>
<td>ESFP</td>
<td>1</td>
<td>Artisan</td>
</tr>
</tbody>
</table>
It's all downhill from here! Woo hoo!
You will learn so much about how to be a better supervisor and how to truly make effective change in your agency.
This is a must take class to learn about yourself, government and make long lasting bonds and friendships that will span your career.
I would recommend this class to any supervisor who wants to better their leadership skills within the public sector.
It is a fantastic endeavor of time, hard work and dedication that results in tremendous personal and professional growth, while providing plentiful networking opportunities among state employees, management, and leadership.
It changed the way I manage.

I never knew self-evaluating could be so beneficial.
Nevada CPM program will improve your leadership skills, increase your personal awareness, and perhaps even lead to a promotional opportunity in your future.
It will definitely push your boundaries in a way that will yield positive professional growth.
It's a ton of work and there were uncomfortable moments, but there is plenty of great information to help with supervising, mentoring, relationships, and life in general.
It’s a tremendous help to my work. I will recommend the program to everyone who is interested in enhancing their leadership skills.
Be prepared, be open-minded, participate and take the opportunity you have been given to become the best manager you can.
It's well worth the commitment and helps you build connections within the state.
Challenging but well worth the effort. I feel I have grown tremendously as a supervisor over the course of the program.
Woohoo!!!
Halfway DONE!

We are doing great things!
Continue to strive for more and create change!
The program is challenging and thought provoking.
The CPM program is one of the most rewarding experiences available as a manager in public service.
I have enjoyed our cohort and working together on group projects.
The Nevada Certified Public Manager Program is an excellent educational opportunity for the next generation of State leaders.
Lessons Learned

Just because it's not done the way I would do it, doesn't mean it's not done right.
This program provided me with some great tools and techniques that can be used in most situations professionally and on a personal level.
You will learn so much about how to be a better supervisor and how to truly make effective change in your agency.
What words describe CPM?

Accountability
Enlightening
Not alone in the issues
Camaraderie
Exciting
Frustration
Confirmation
The program is a challenge, but worth the work. Always be willing to look at things differently.
It is a commitment that one must be flexible in taking on.
The NVCPM is a wonderful program that prepares, educates, and guides leaders navigating through the public sector.
CPM is a very challenging yet worthwhile experience.
It is a tough, at times uncomfortable, and time-consuming experience that will reward you with incredible personal growth.
Exploding whales are **BAD**!
What happens in the walls of these classrooms will impact you for the duration of your time in State service.
The NVCPM Program is a great program which will help you become a better leader for your staff. Beyond that, I feel like the program will help you be a better person in general.
NVCPM requires commitment and hard work, but it is worth it.
It's a lot of hard work, but so worth it. The program offers great learning opportunities for government supervisors and managers.
Boot camp of concept and tools put into practice to prepare today's public manager.
CPM challenges the individual employee to evaluate what type of leader they want to be and the tools to implement their chosen philosophy in practice.
<table>
<thead>
<tr>
<th></th>
<th>Days in class</th>
<th>Quiz questions</th>
<th>Hours of sessions</th>
<th>Pages in 5 books</th>
<th>Pages of handouts</th>
<th>Pages of written assignments</th>
<th>Hours of homework</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>120</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>263</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>834</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>956</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,946</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>????</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reconstructing the Onboarding and Background Process for EITS and its Customers

Property/Evidence Receipt Form Implementation

Formal Probation Reporting Streamlining

Updates and Revisions to the K Section

DWSS Office Space Efficiency Project

Streamlining the ADA Design Process

Assessor Integration Program

Diet Revamp

NHD Site Merger

CompStat and NHP in the East

Public Guardian System 2.2

Streamlined Account Cancellation

Monthly Revenue Tracking Back-Up Plan

Streamlining NDOT's Travel Claims Process

Personal Augmentative Services Copay Removal Project

Revising the Permitting Process to Prevent a Future Backlog

DETR Financial Management Work Program Process Improvement Project

Evaluating the Effectiveness of Employee Development Training

How do we show proficiency in training for NDOC IST

Marsy’s Law Technology Implementation Plan

Statewide NIMS Evaluation System Development

Automating Controller’s Office Forms

New Officer Credentials streamline

Seizure/Forfeiture Improvement

Project Social Media

A staffed PEBP

Inventory Process Correction

Training Redevelopment Project

Security Process Improvement

Active Treatment in Non-Group Settings

Random Moment Sampling Revitalization

Preventing Prisoners Escaping from Patrol Vehicles

Online Submission of Extension of Time Forms and Payment

On-Boarding Process at Oasis On Campus Treatment Homes

↑ customers served
↑ customer satisfaction
↑ employee satisfaction
↑ employees trained
↑ data accuracy

6,387 hours saved
$2,500,000 savings
Congratulations Las Vegas!
“It's something unpredictable, but in the end it's right
I hope you had the time of your life”

_Time of Your Life_, lyrics by Billie Joe Armstrong