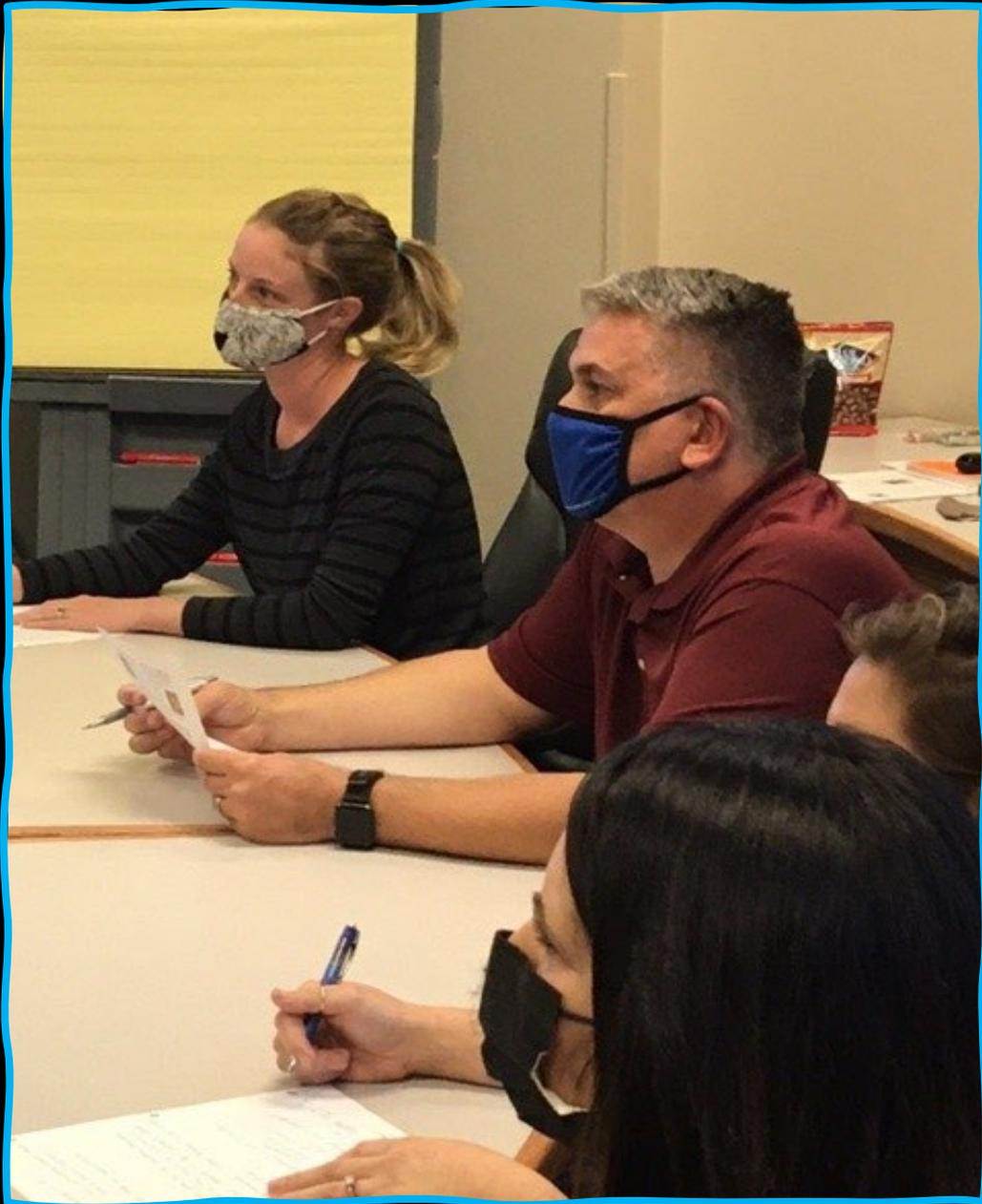




## NVCPM Class 18 Journey





**CPM afforded me a safe environment in which to reflect and grow my leadership skills.**



**Crucial Accountability, the public speaking practicum and the practitioners' conversations were my favorite sessions; although I truly enjoyed every single one.**

### Confirming Your Preference

- You have a project that is due 30 days from today
- It will take less than 3 days to complete.
- Line up on Day 1 thru 30 in terms of when you'd most likely start the project.

Think about it... Be honest... Where would you line up?

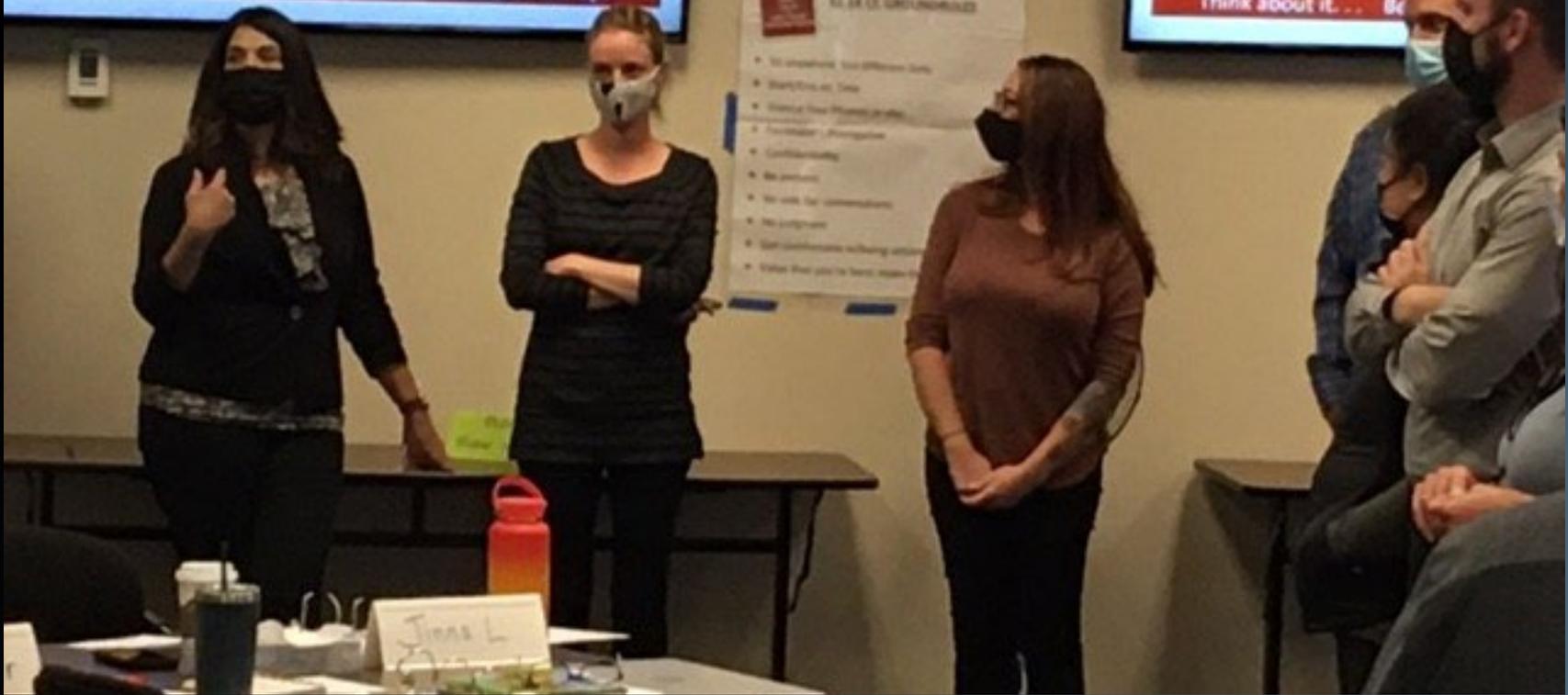
### Confirming Your P

- You have a course that is due 30 days from
- It will take less than 3 days to complete.
- Line up on Day 1 thru 30 in terms of when i

Think about it... Be

#### CLASS ENVIRONMENT

- Be respectful of others' work
- Share your work
- Give feedback
- Collaborate
- Be honest
- Use your communication
- Be confident
- Get comfortable working with
- Make your own decisions



**The cohort model created a familial environment in which to network and build friendships.**





**This invaluable program has not only taught me how to understand people and how to use the tools to be a good leader and manager, but it also taught me to look within and focus on self-development in more ways than I thought I was capable of.**

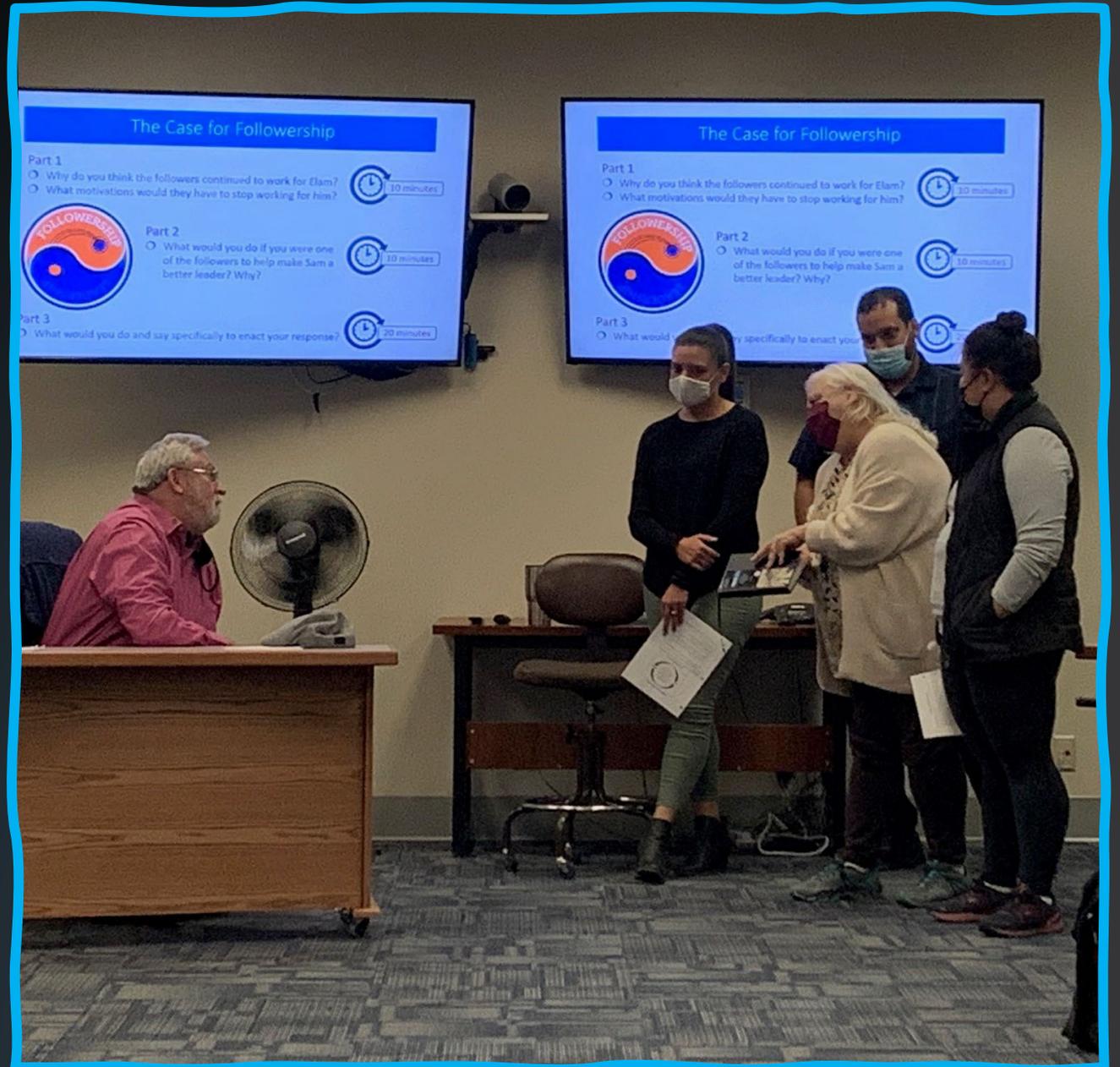
Positive

I can do this!  
Sabrina



**The program was not only informative, but it also helped me to improve my leadership abilities.**

**The CPM training was a wise investment in my professional growth and has already had a positive influence on my ability to lead and manage my team efficiently.**





**Now, I find myself in a position where I am contributing to the building of a new unit; the only reason I am confident with this challenge and know that I will be successful is because of the teachings this program has given me.**



**The CPM program was an eye-opening experience.**

Feeling optimistic  
progress is  
happening !!  
- Bullie



**CPM has allowed me to sharpen my management skills and gain more self-confidence when presenting ideas, facts and findings.**

**The program exceeded my expectations and I have been pleasantly surprised by the quality of content and the relevance to my work experience.**





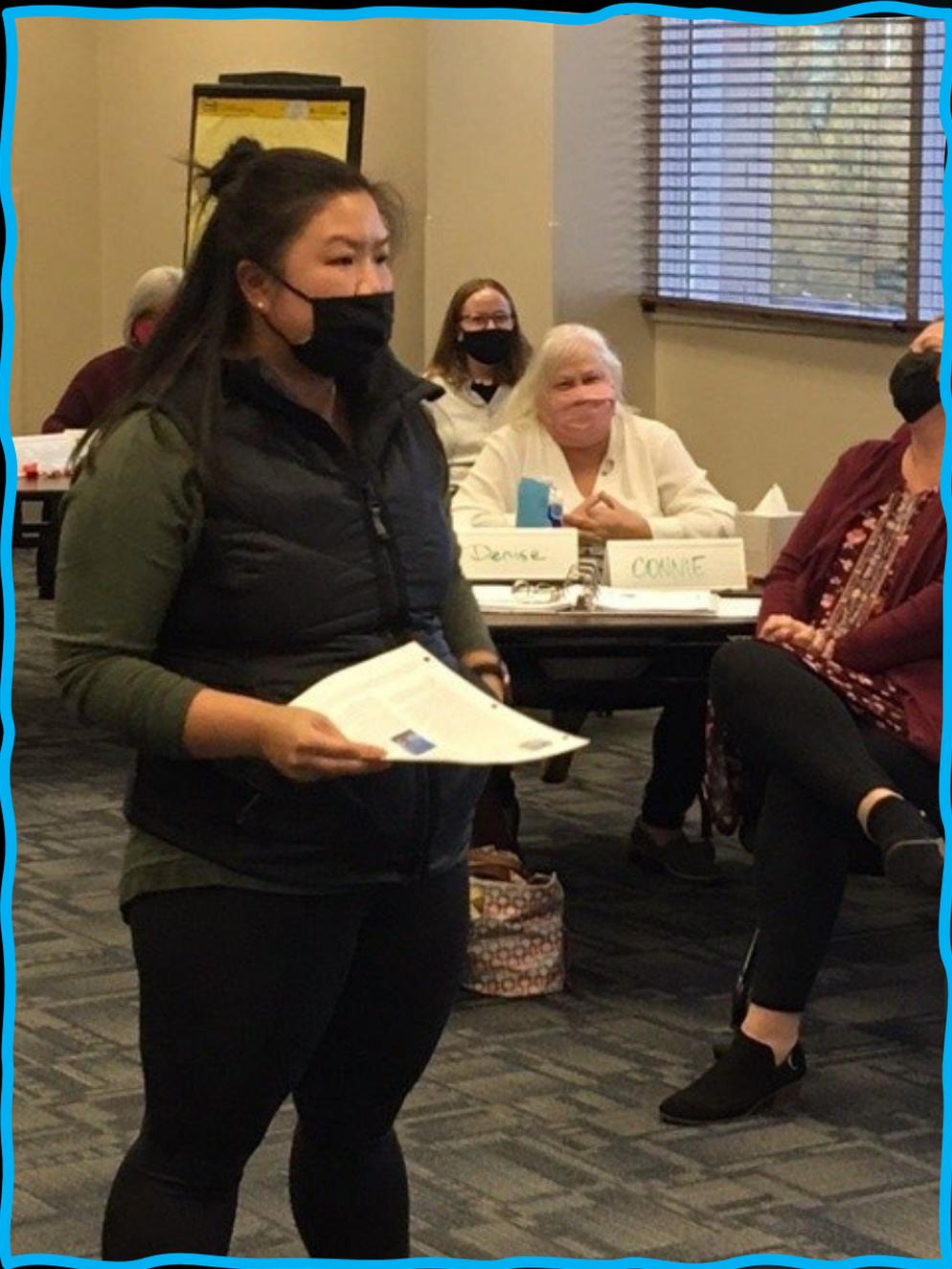
**This invaluable program has not only taught me how to understand people and how to use the tools to be a good leader and manager, but it also taught me to look within and focus on self-development in more ways than I thought I was capable of.**

Nervous, excited,  
but prepared!

Good luck  
everyone! ☺  
-Deanna



**I would recommend this program to anyone who may be given the opportunity.**



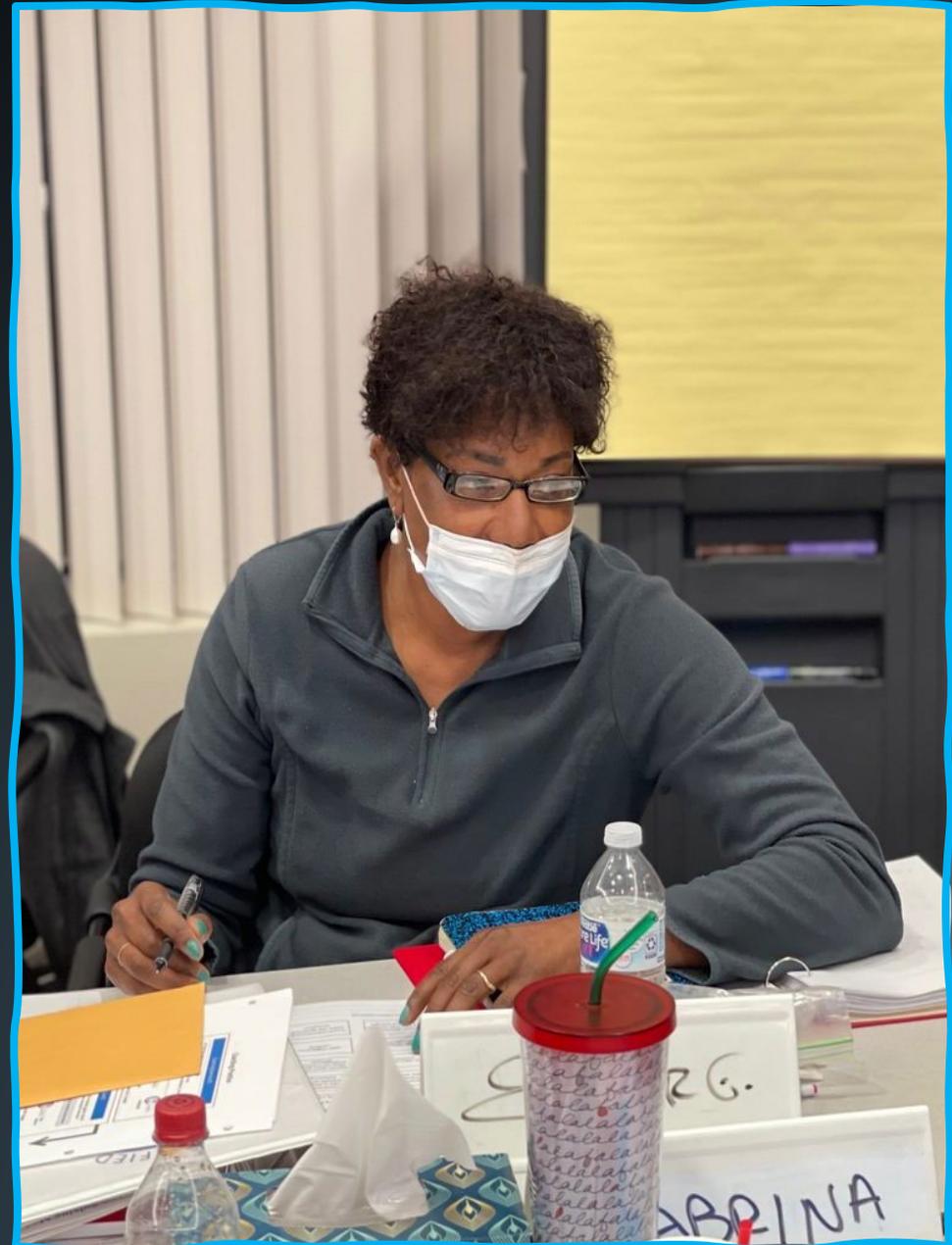
**CPM has developed me both  
on a personal and  
professional level. I will be  
forever grateful for this  
experience!**

**The CPM class helped me become a better leader,  
but most importantly, a better employee.**



**Going through the CPM Program has enhanced my leadership strengths for both my work life and personal life and increased my sense of awareness.**

**Additionally, it improved my working relationship with my staff.**



Ho!  
54

Grateful to be a parent  
of and to know everyone  
in our class!  
Alex

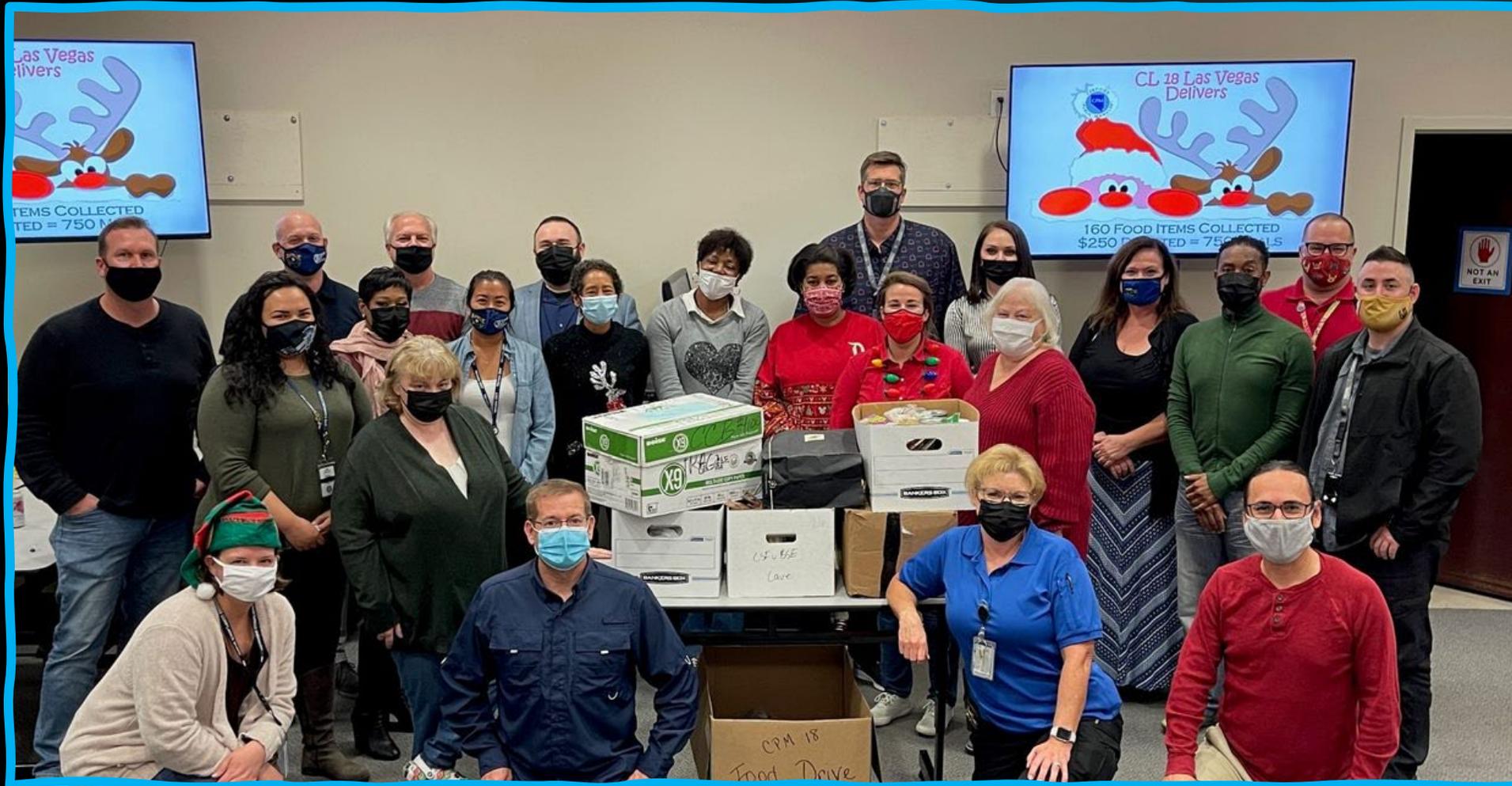
Positive  
I can



**The CPM course helped mold me into a someone that could effectively manage my 77 employees and run a state agency.**

**Going through the CPM Program has enhanced my leadership strengths for both my work life and personal life and increased my sense of awareness.**



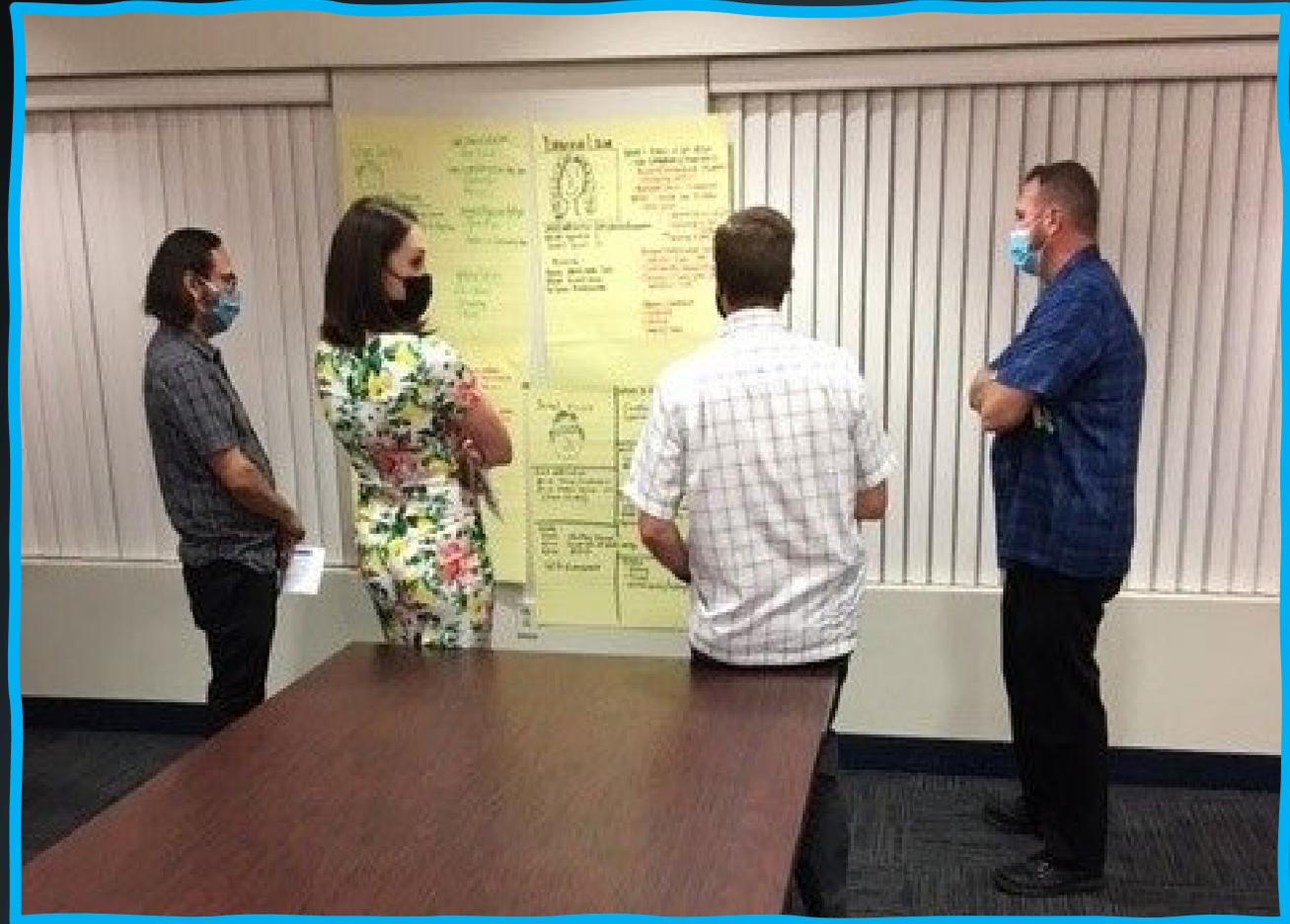


**I'm grateful to the State for giving me the opportunity to participate in the CPM Program. I'm hopeful my agency will benefit from my newly acquired skills.**



**Even if you have taken management classes before, there is no other program that gives you a refresher crash course on real life business skills and processes.**

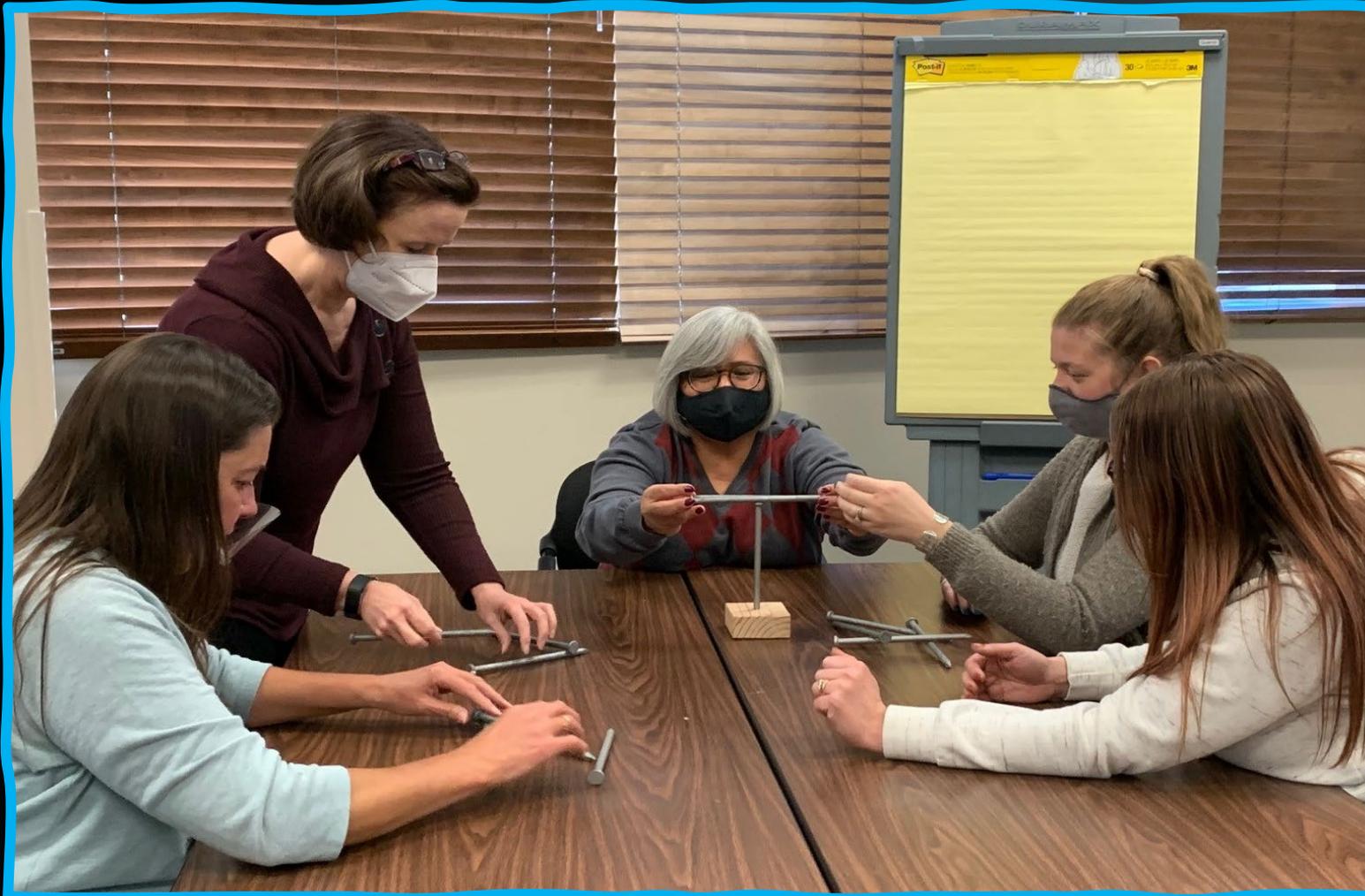
**This training series helped me become a better leader, improve my communication skills, build better relationships and become more productive as an individual and as a team.**



Anxious to get  
started on the project!  
Feel like I have all  
the tools! And...

I like STATE  
Employees !!! - Dina

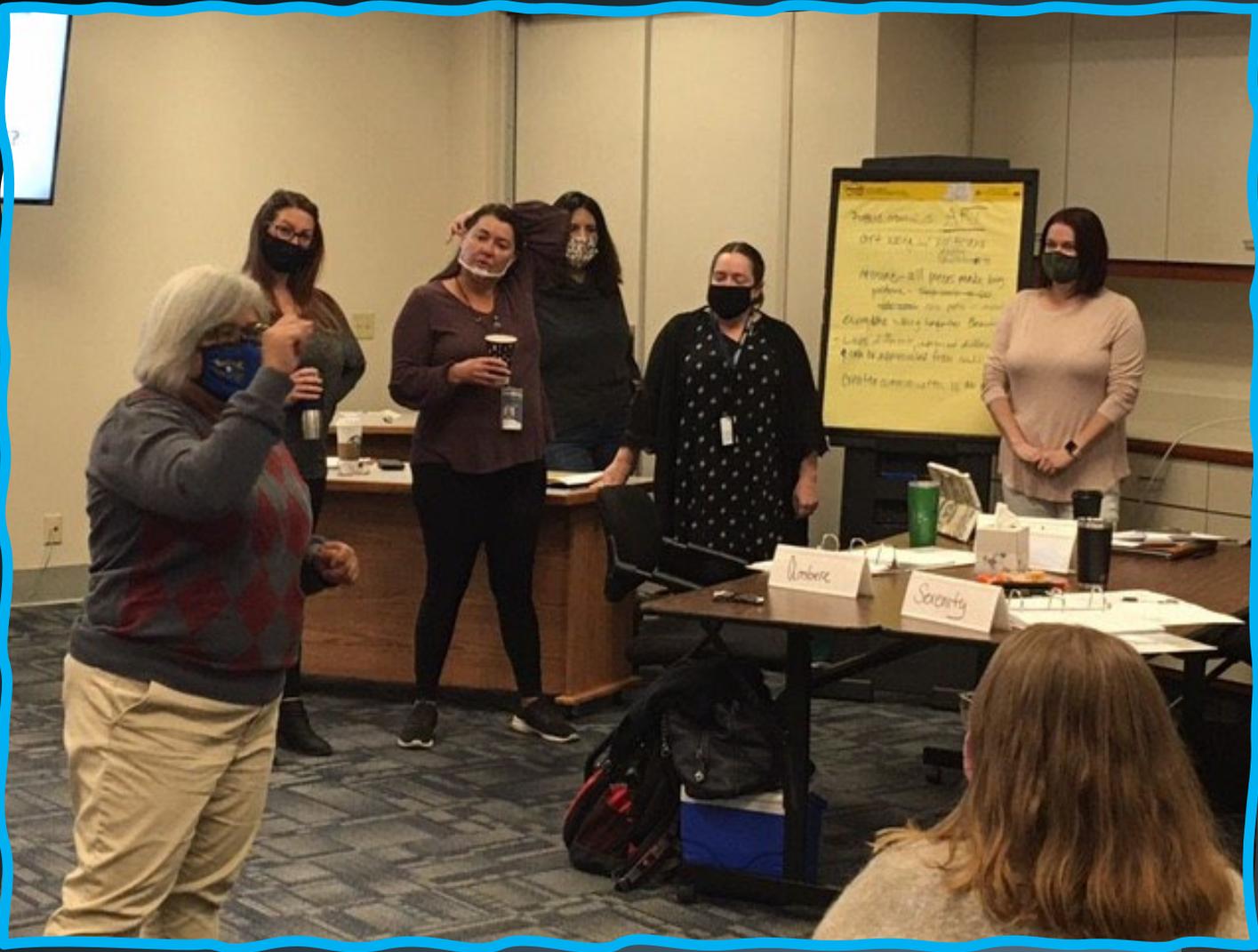
**The CPM program gave me the tools and techniques I need as a new manager.**





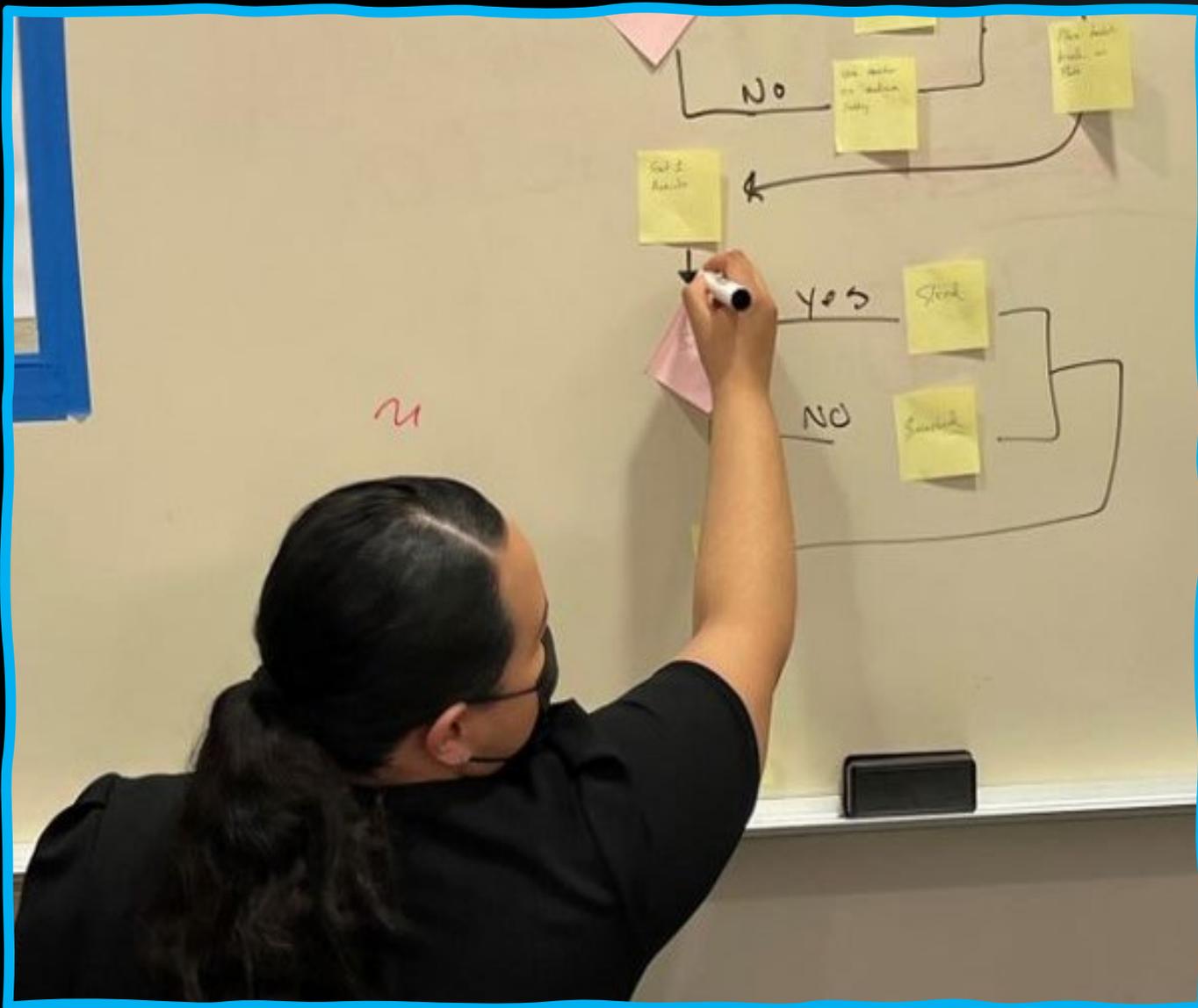
**The entire experience has been overwhelmingly rewarding. From the instructors, to the curriculum, to my fellow classmates - everything about this program has been spectacular!**

**The CPM program has helped me to assess my strengths and develop my leadership style.**



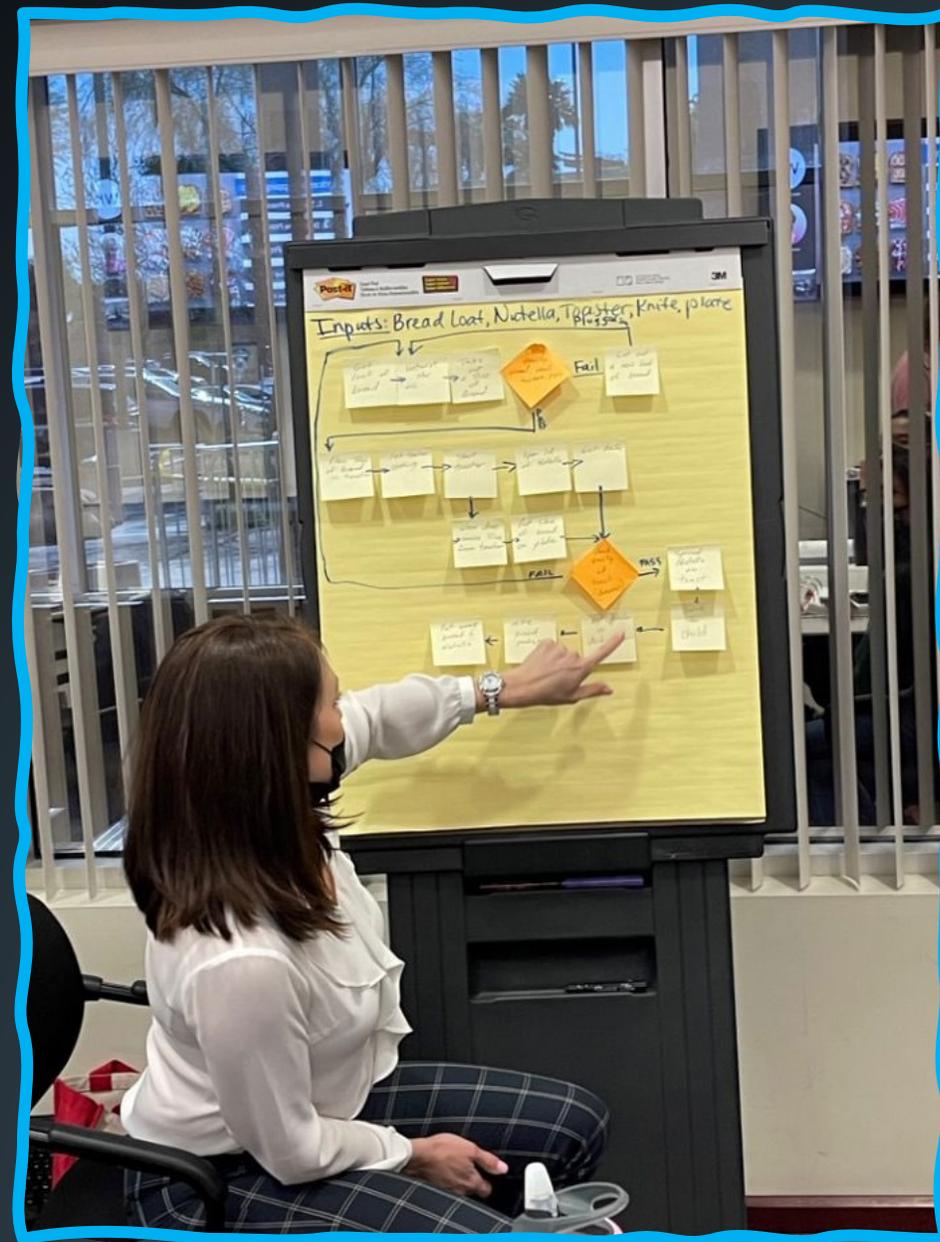
**I highly recommend the program to anyone promoted into a management role.**

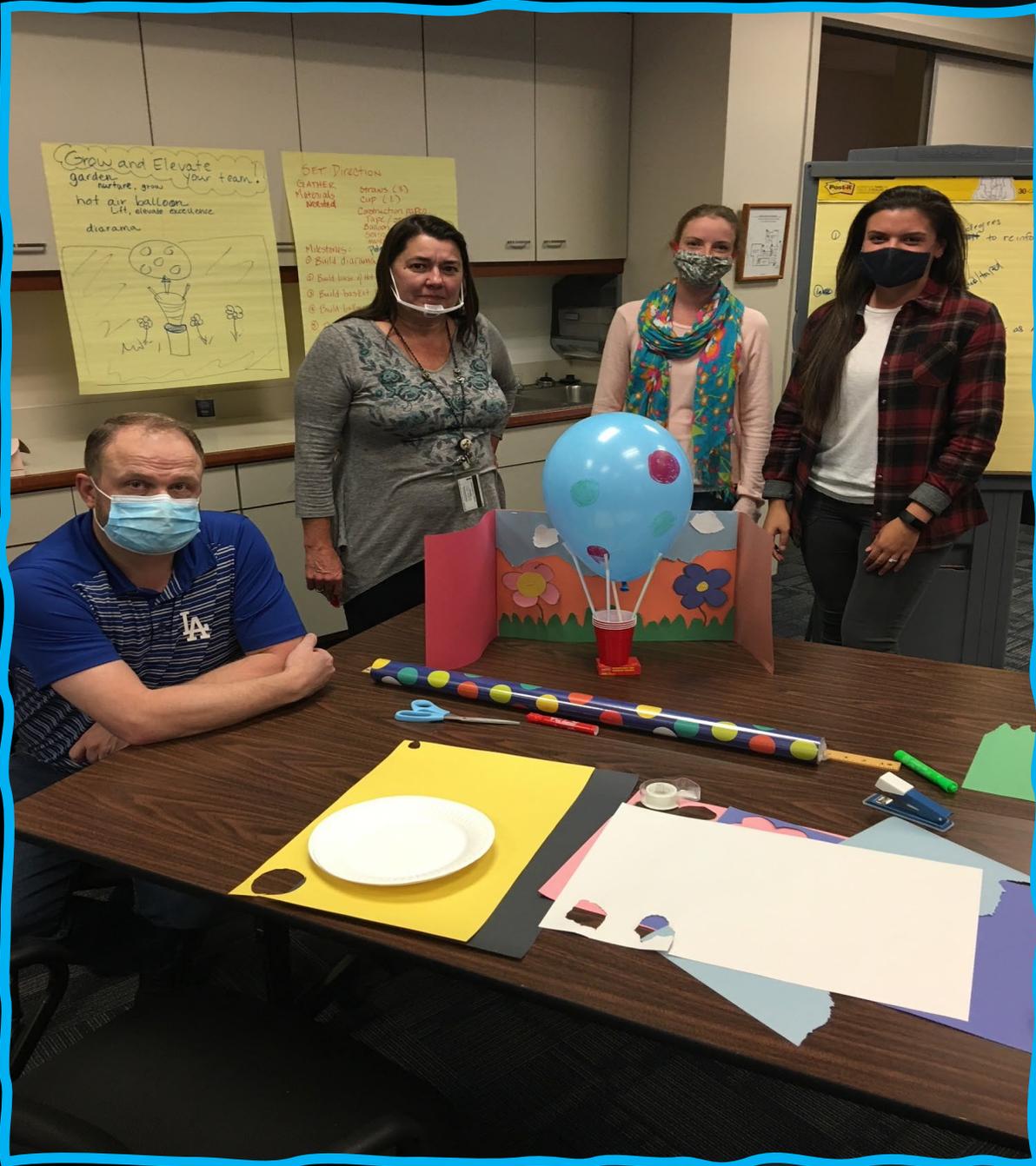




**The CPM program has been a great experience.**

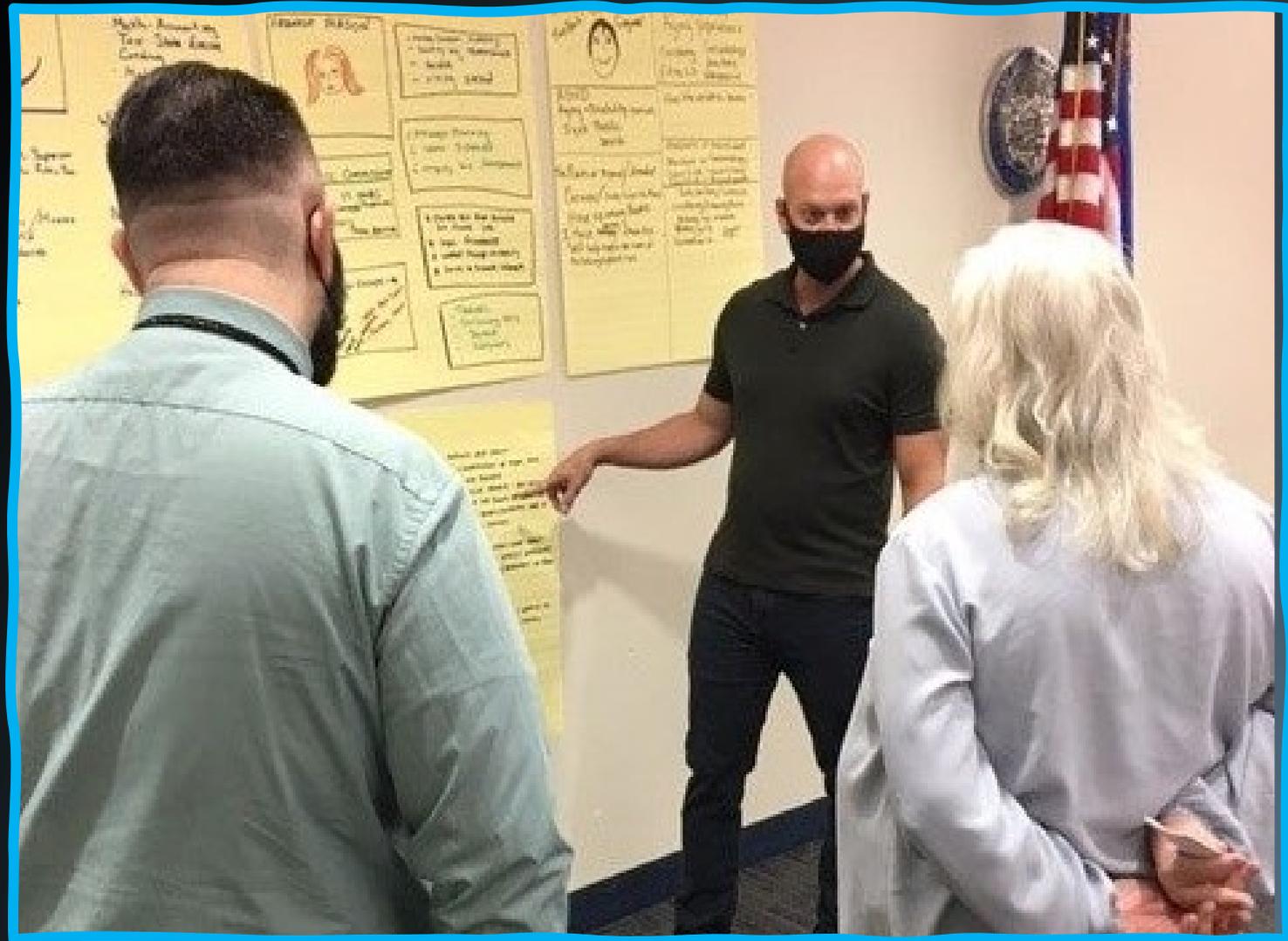
**CPM has helped me evolve,  
mature, and become an  
effective leader.**





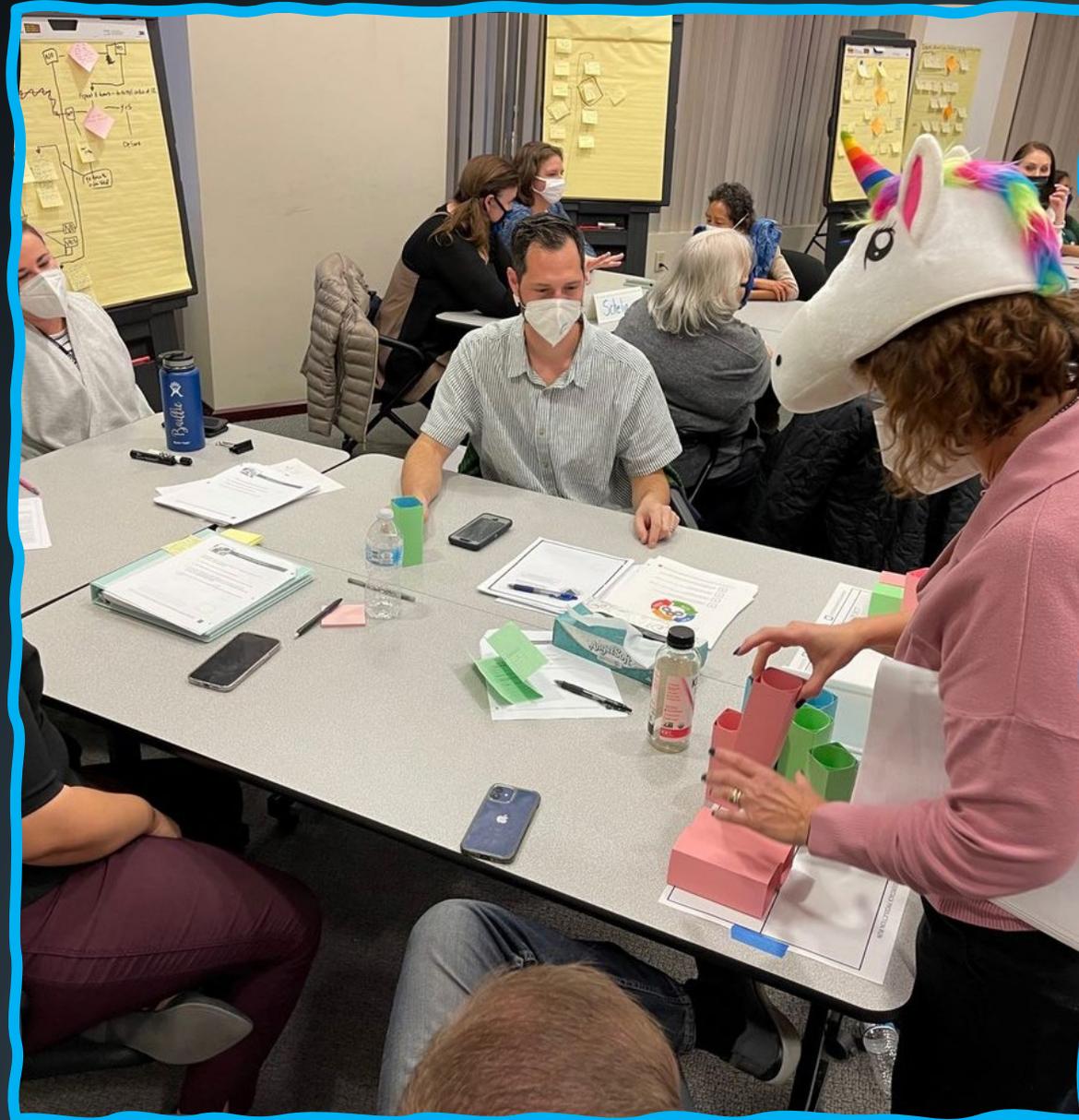
**I only wish this was available to more as I believe this would greatly improve the State of Nevada workforce.**

**The instructors articulated points and encouraged us to apply examples that were applicable to our organizations.**





**Self-reflection and admitting failures are difficult but this program allowed for those uncomfortable admissions all while focusing on making improvements.**

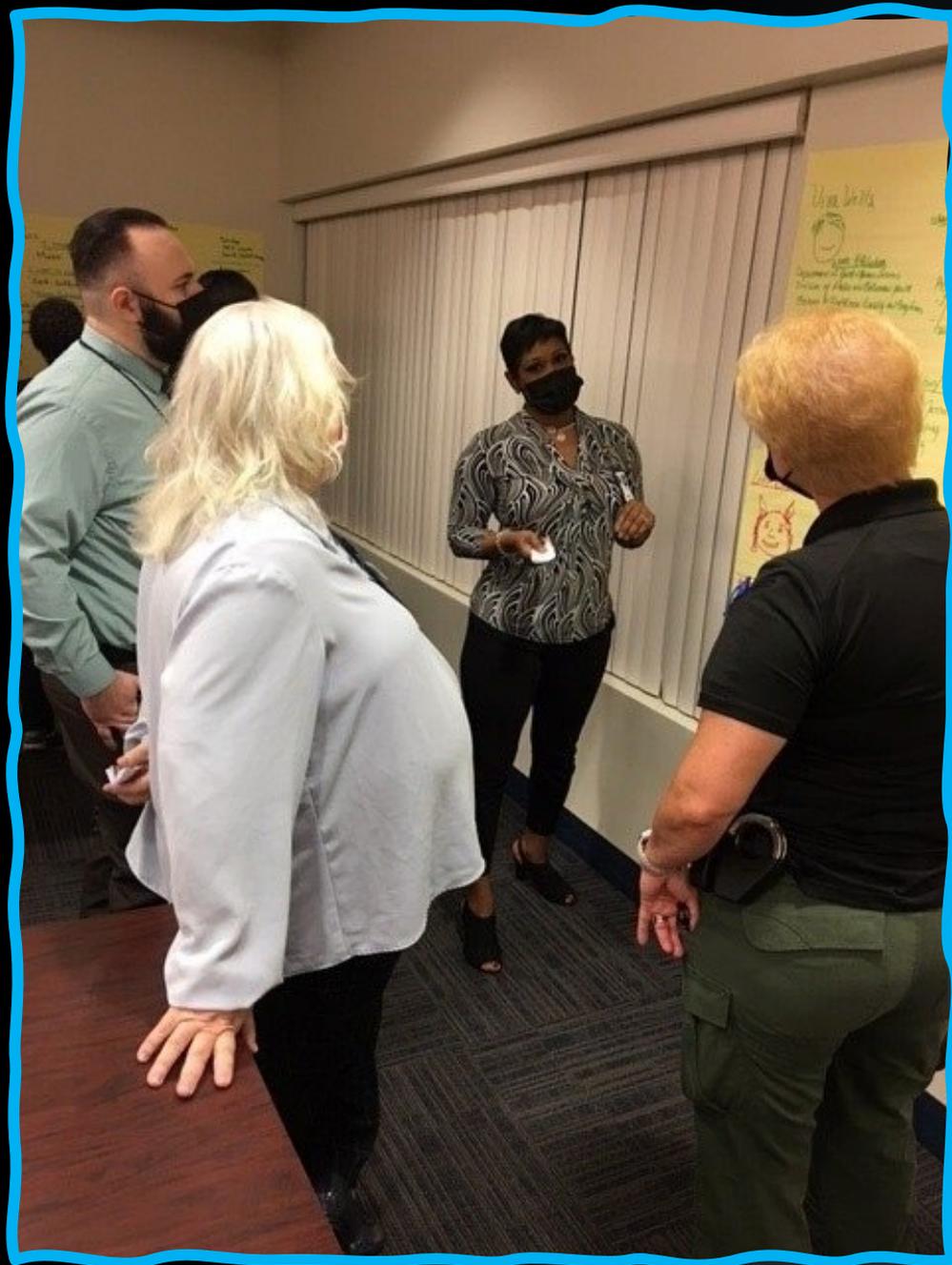




**I cannot quantify the knowledge, resources, and relationships the CPM program has provided me with.**

**I'm grateful to have had the opportunity to participate in CPM Class 18.**





**I highly recommend this program to public managers and its impact is beneficial for all Nevada public employees.**

**The training covered a wide range of subjects that are essential for managing and leading in the public sector, from financial management to human resources.**



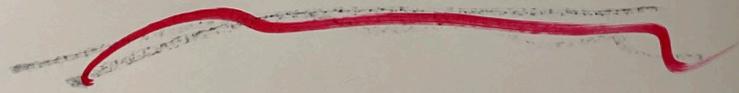
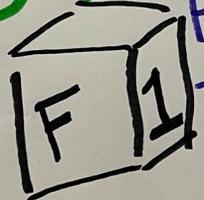


**The CPM trainings provided tools that leaders can apply on a daily basis.**

Schelia



YAY!!!



Excited!  
- Andrea



I think I have  
an idea now  
Chris Cella

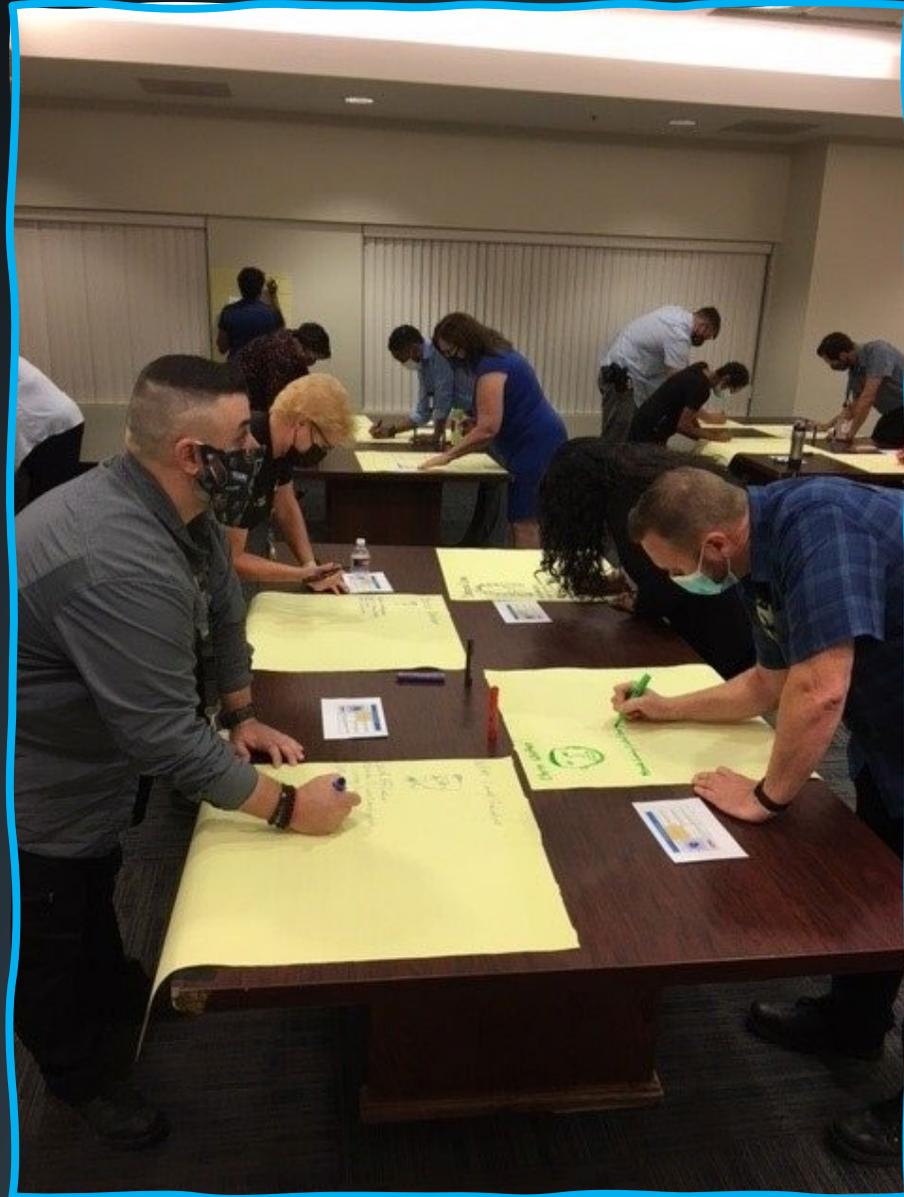


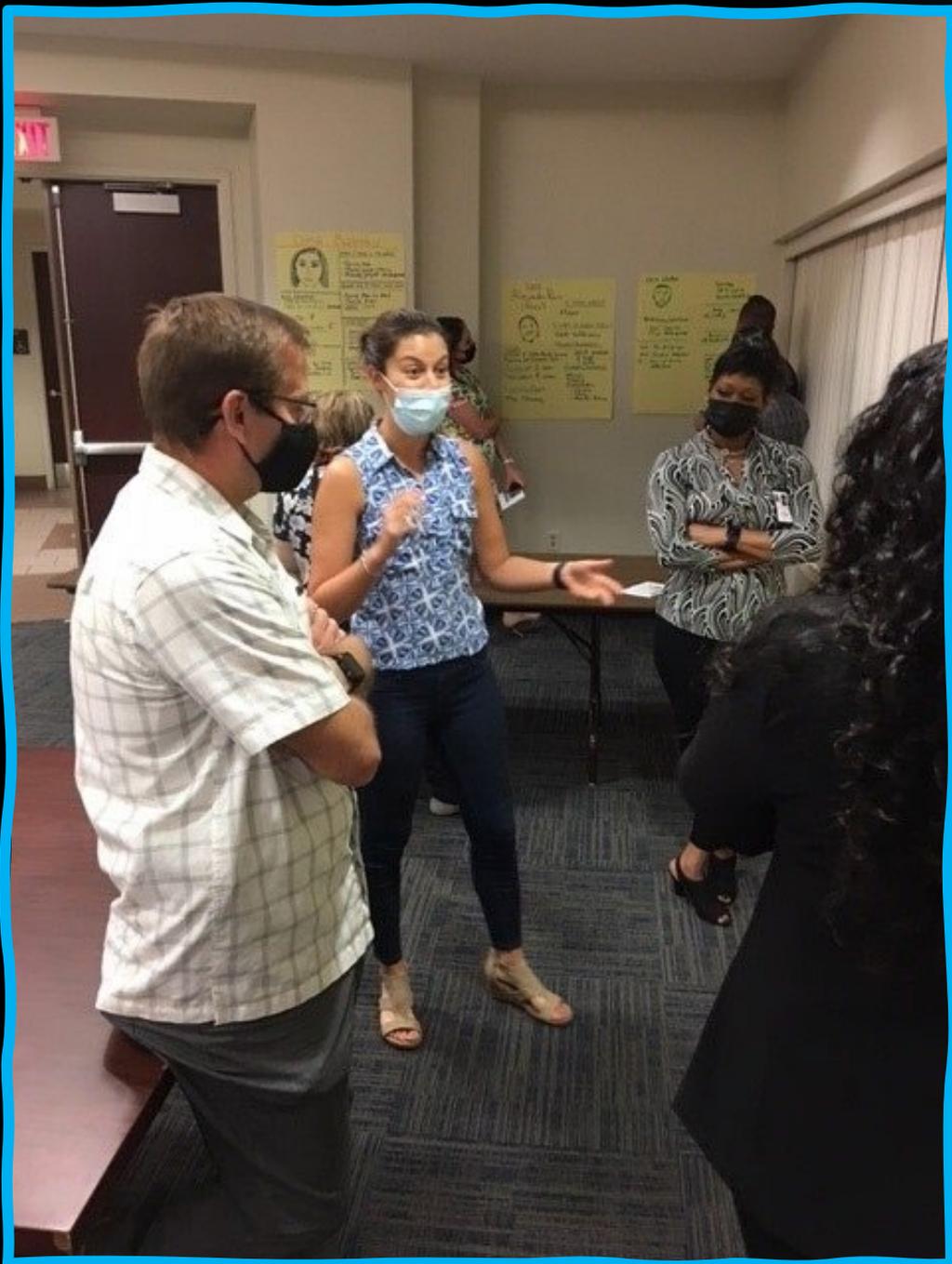
Expecting  
Greatness!  
Yay!

WAN  
Celebration  
& HAVE a good  
Time

Feeling  
ES(F)T  
A little emotio  
Happy to  
Climbed  
Thank

**The CPM Program introduced me to public administrators and legislators, to current research on public administration, leadership theories, change management, budgeting, process development, and most importantly the CPM program gave me the opportunity to lead a project essential to our agency's mission.**





**What I valued most was the interaction with the other diverse members of the class learning about their agencies and specialties and the instructors who were quite knowledgeable.**

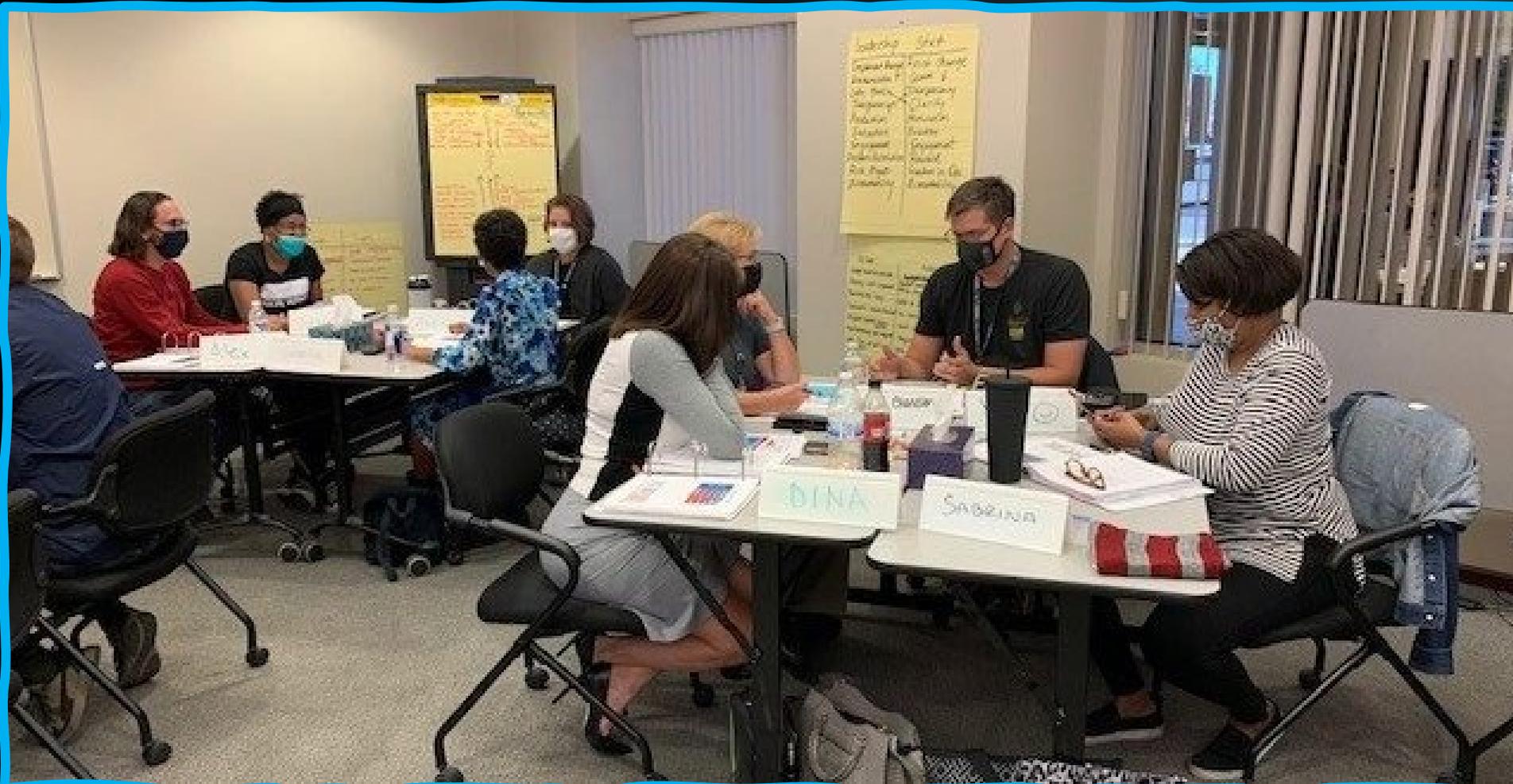
**The program challenged me to reflect on myself, improve as a manager, and grow as a public servant.**





**I entered the program  
expecting to learn about things  
that I already knew.**

**Boy was I wrong!**

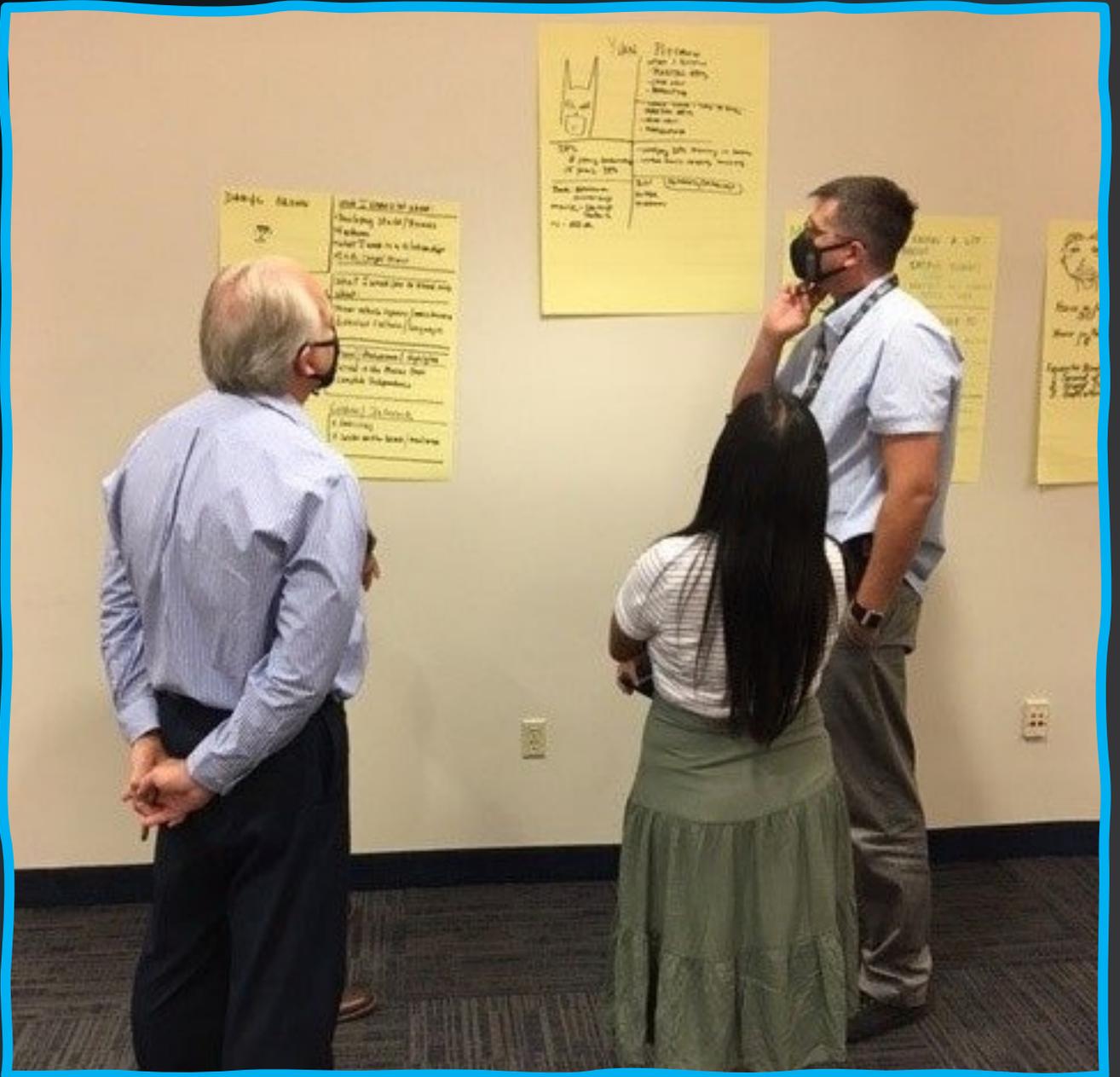


**I enjoyed the program and, especially, the people. I look forward to putting this new training to use.**



**I would recommend this course to anyone currently in a position of manager or above and if allowed, to anyone striving to be in those roles one day.**

**It has been great to get to know my classmates and learn about the operations within the state agencies.**





**Participants were challenged and forced out of their comfort zones in order to gain new skills and become better leaders, managers, and people.**





**The program challenged me to reflect on myself, improve as a manager, and grow as a public servant.**



**The program provided opportunities for networking and mentorship, which helped me to establish connections and gain wisdom from experienced professionals.**

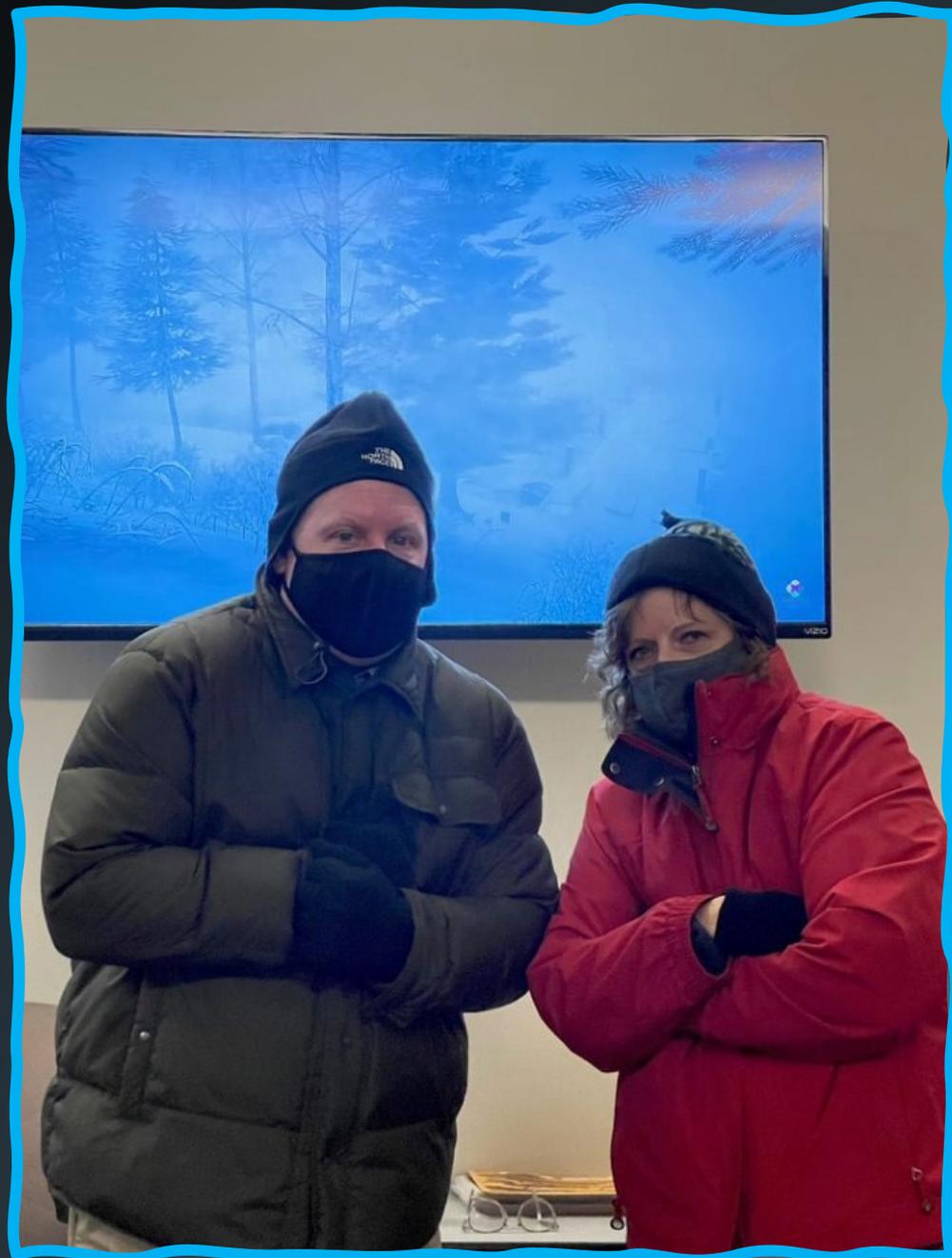
**I have a great respect for  
the class, teachers, and  
program...**





**The CPM program has  
been a major career  
highlight for me.**

**CPM instructors and staff are amazing and go out of their way to be available to support you during the process.**

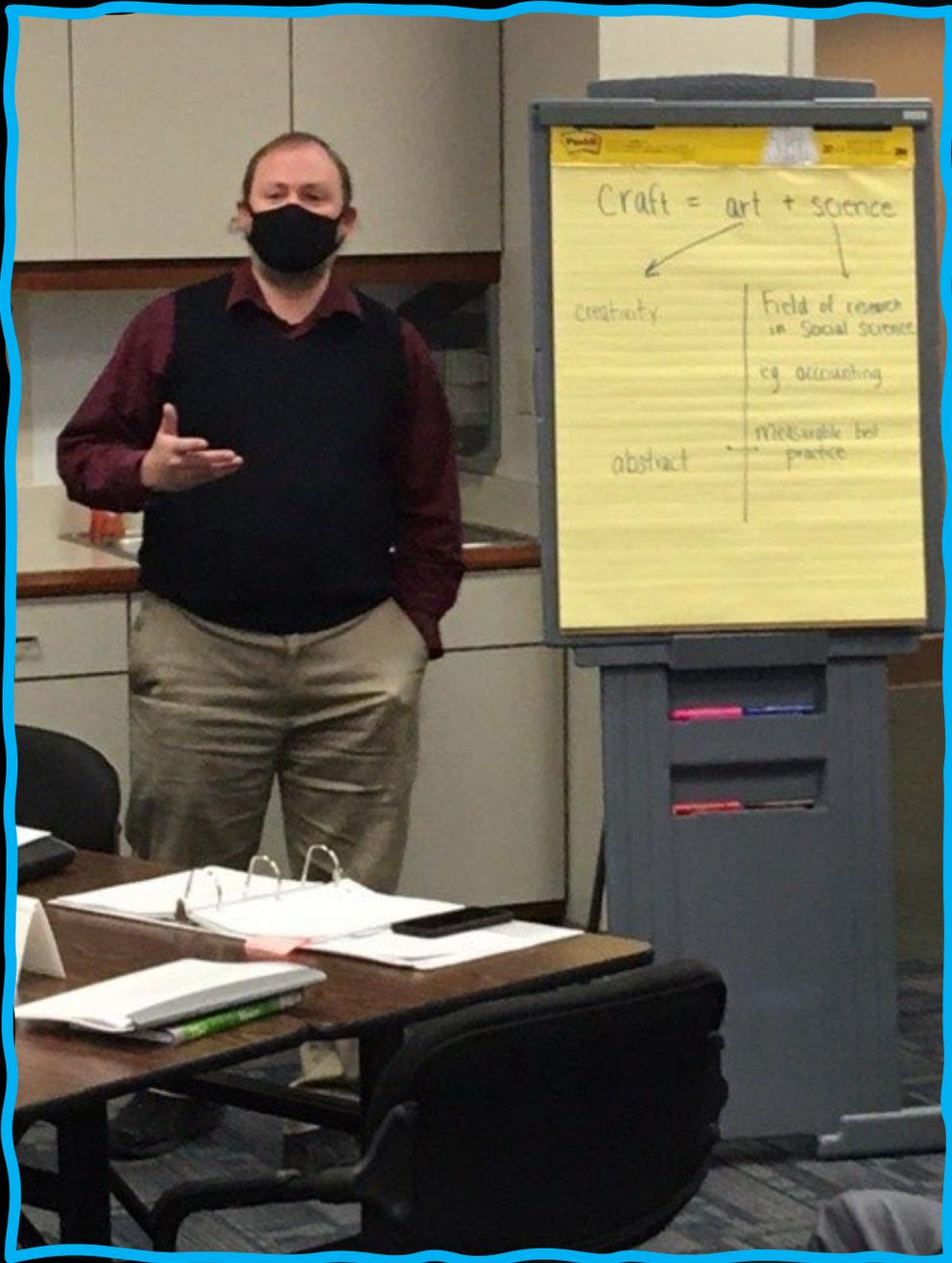




**CPM provided opportunity to better understand the nuances of state service beyond my own field and agency.**



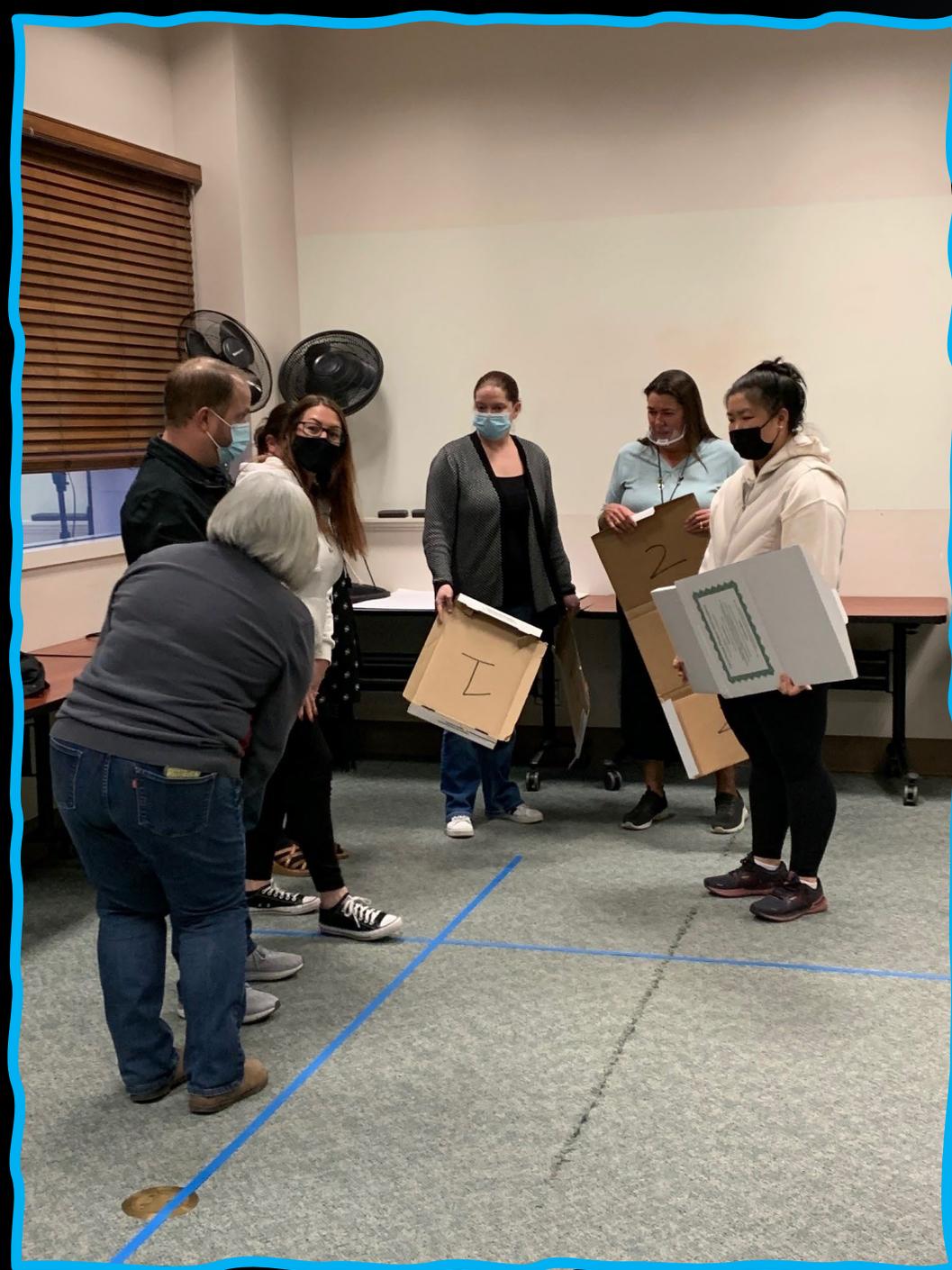
**This program has helped me recognize my strengths and challenged me to improve upon my weaknesses.**



**Throughout the class, I learned people skills that I did not know could be taught.**



**The CPM program allowed me to see myself as a public manager in a new way that allowed me to see where I could further develop and grow.**



**I would highly recommend this class to anyone in or aspiring to move into a supervisor, management, or leadership role.**

Being a manager in the public sector is like . . .

Being a "Jack-in-the-Box" 

You are often confined

Someone is always cranking you up

.. Pressure builds, ~~and~~ ~~out~~ ~~you~~  
~~POP~~ in anticipation of the surprise

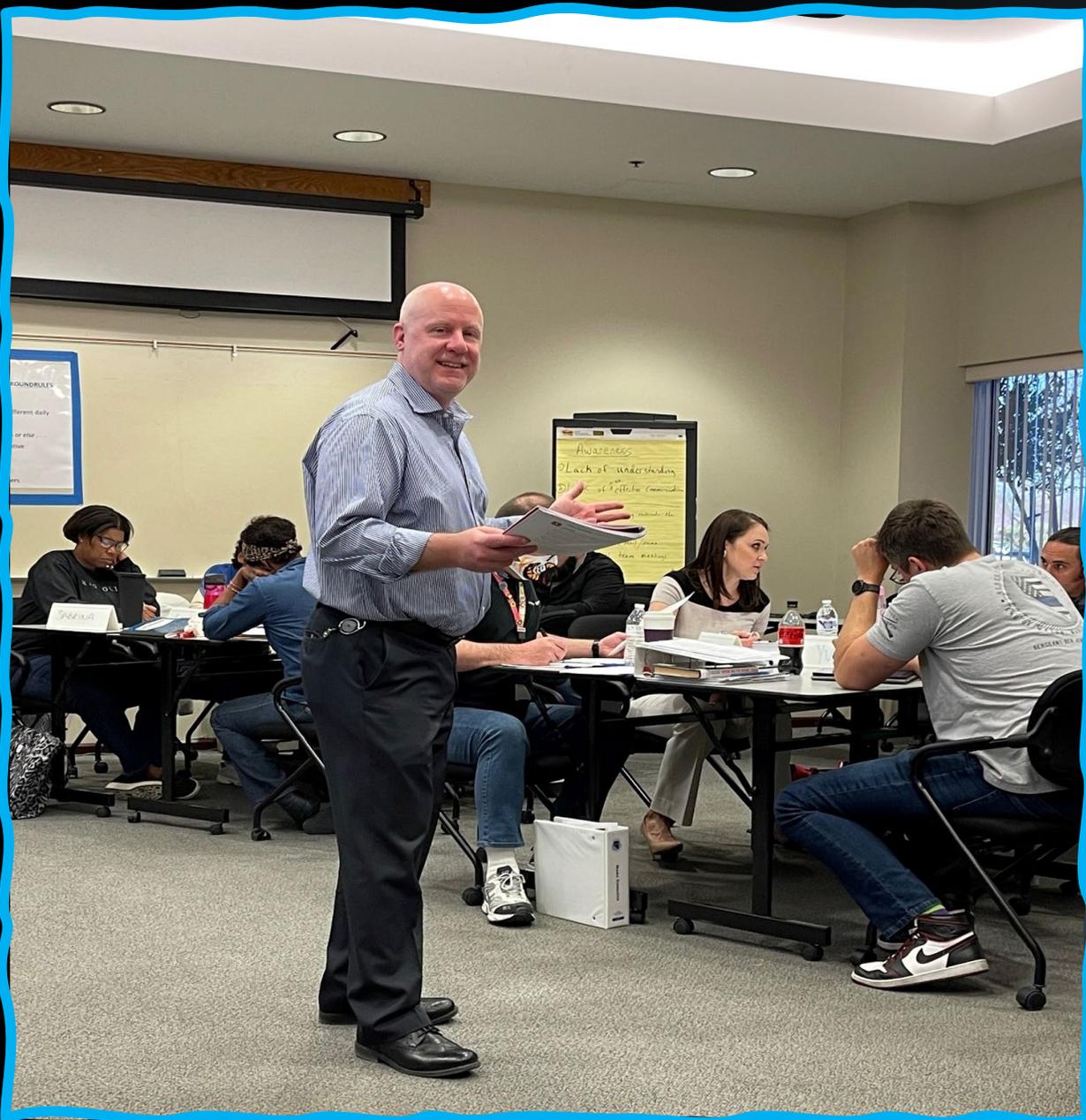
out you POP.

But the Public <sup>is stuck</sup> can depend on you

to do it all again!! Close and  
Repeat

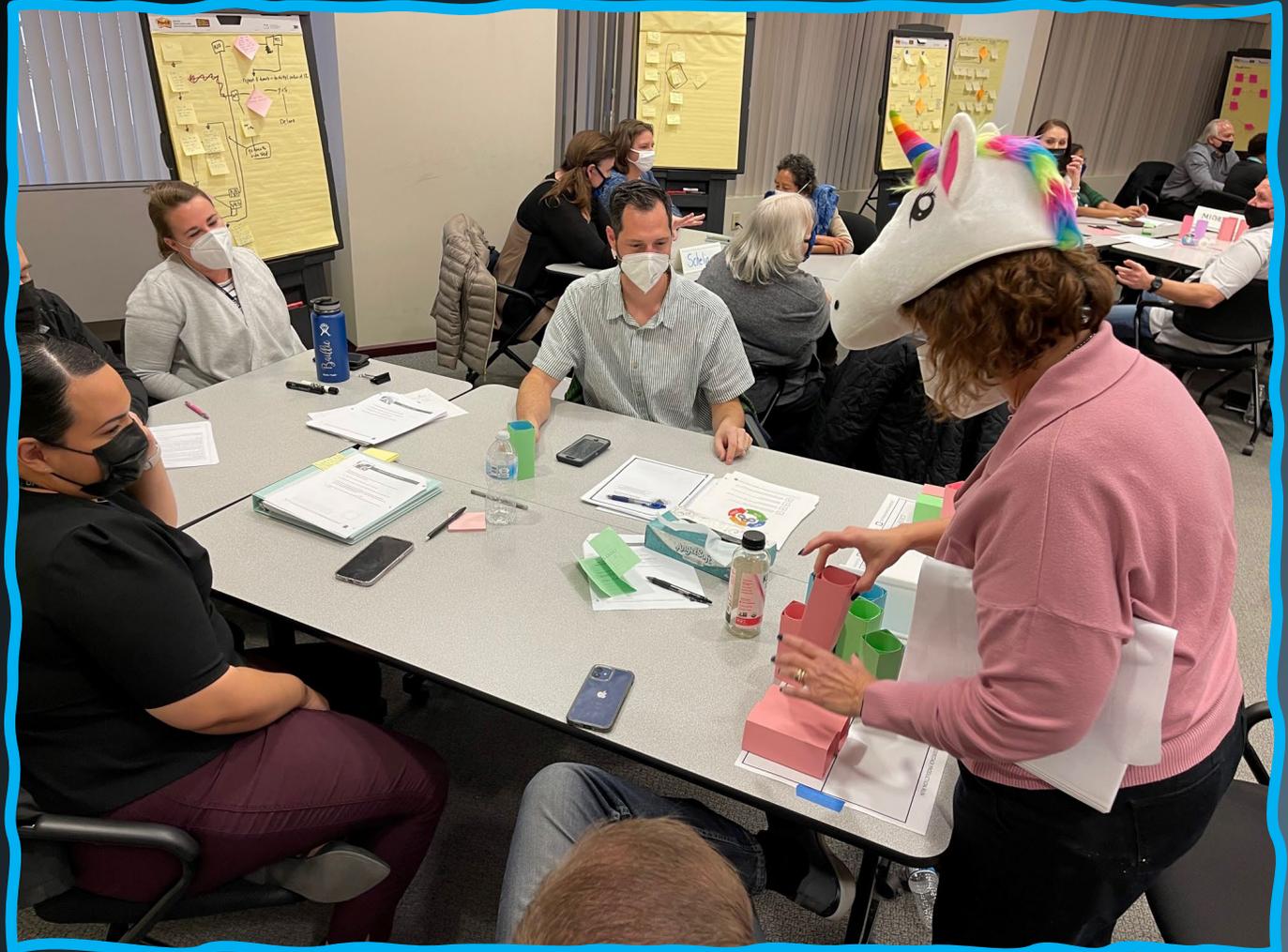


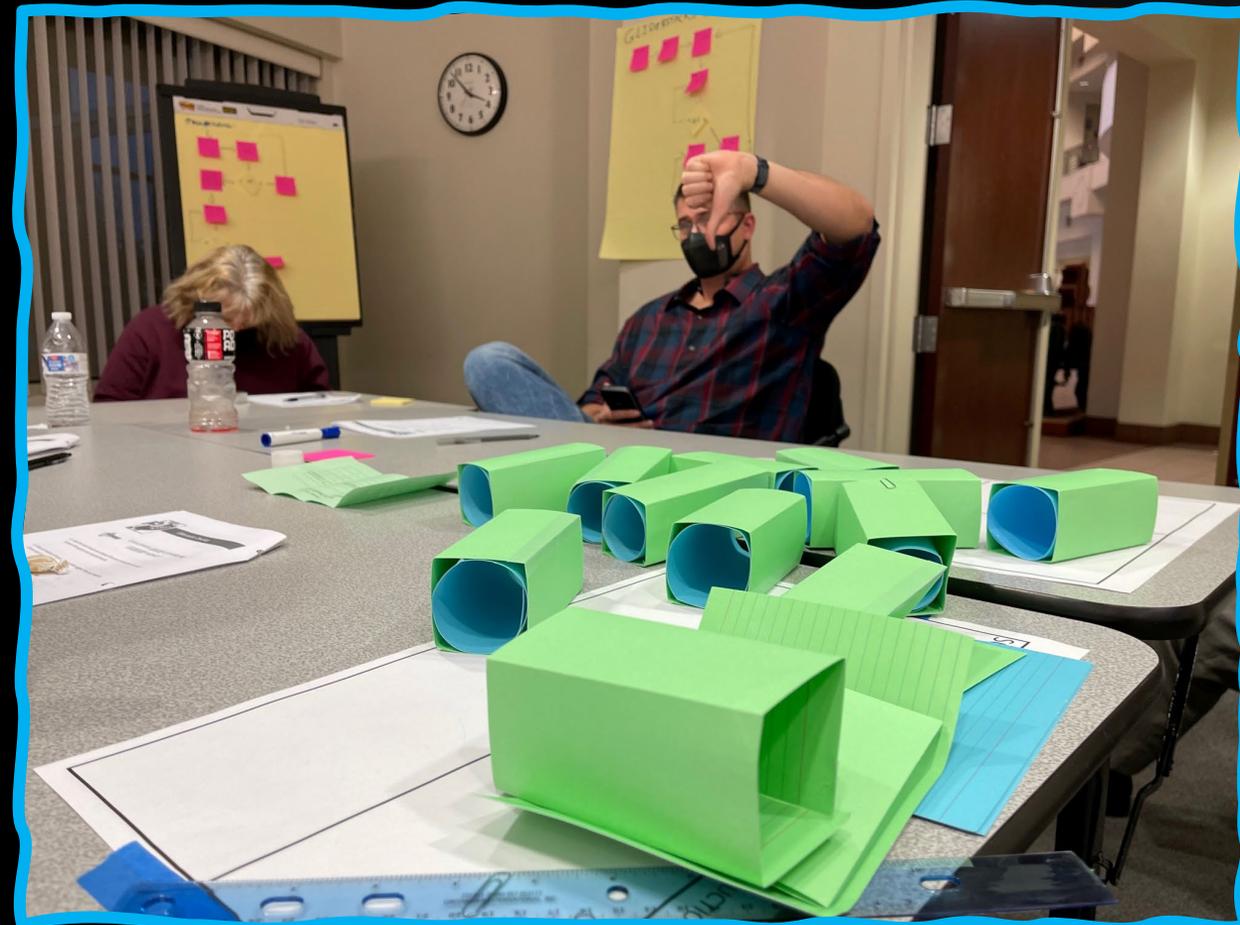
**The concepts taught  
in the curriculum  
are very relevant  
and applicable in  
my work.**



**Leadership of the  
instructors pushed my own  
reflection and growth.**

**CPM provided exposure to valuable tools and concepts that not only helped me navigate everyday challenges, but also gave me a deep appreciation for what it means to be a public servant.**





**I am grateful for this opportunity.**



**I feel like I have developed friendships that will last into the future.**

**33** Days in class

**120** Quiz Questions

**263** Hours of sessions

**834** Pages in 5 books

**749** Pages of handouts

**2,381** Pages of written assignments

**????** Hours of homework

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**164,676** Capstone Project Savings: Staff Hours

**\$946,663** Capstone Project Savings: Revenue

