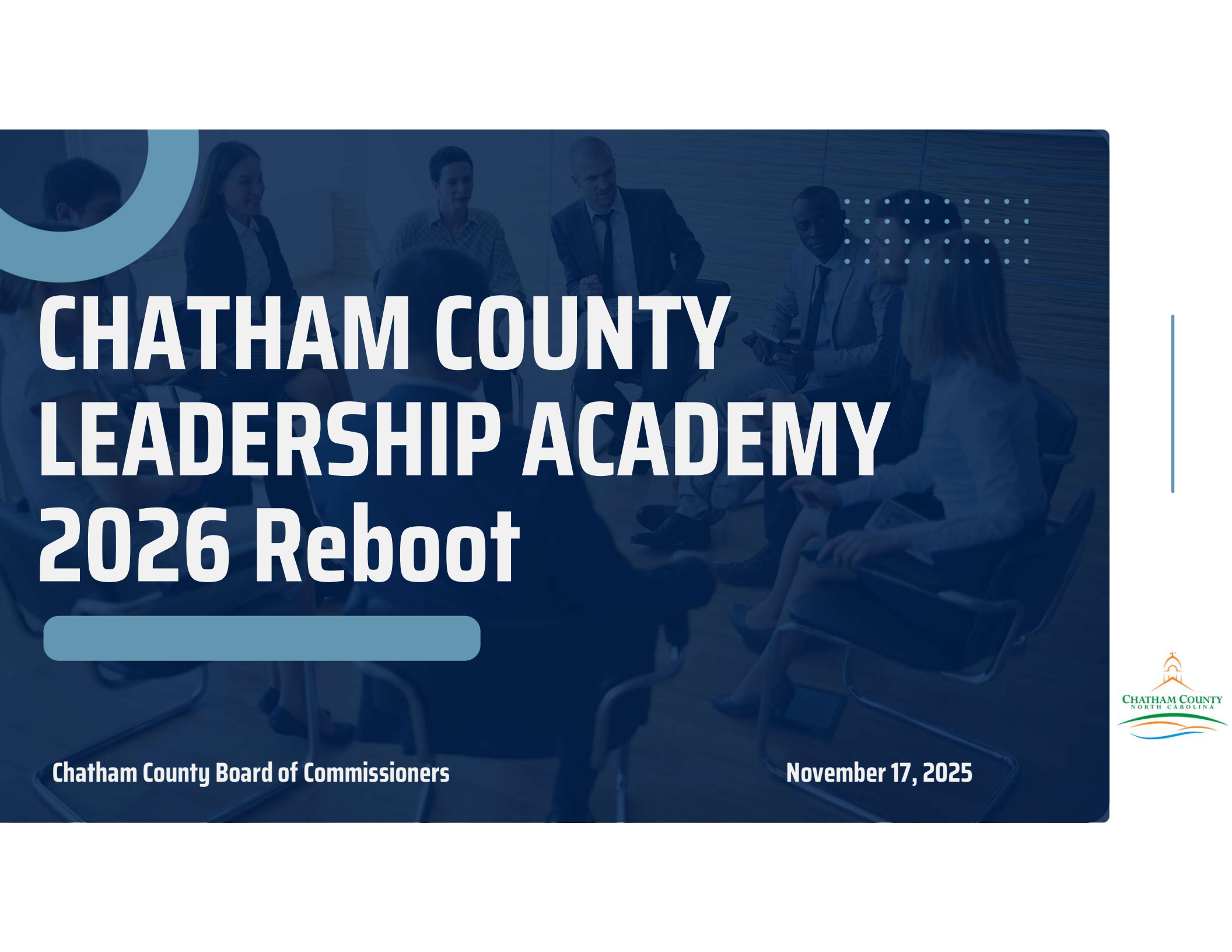




CHATHAM COUNTY LEADERSHIP ACADEMY 2026 Reboot

Chatham County Board of Commissioners

November 17, 2025





Mission of the Leadership Academy

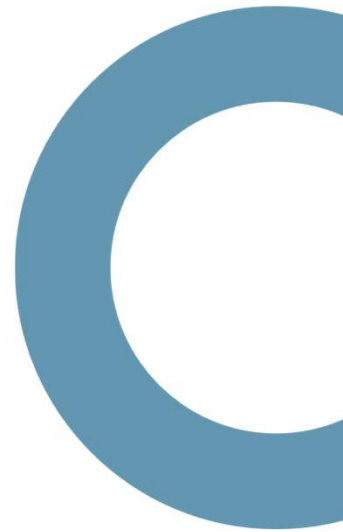
*Internal Improvement for
External Excellence*

The Chatham County Leadership Academy is our in-house training curriculum that is designed to provide employees the skills they need to position themselves for promotional opportunities and be more effective and efficient in their work.



Leadership Academy Stats

- Since inception, 500+ graduates
- All departments have alumni of the Academy
- 78.5% of current department leaders are graduates
- Register of Deeds Office—only current office with 100% of employees as graduates
- All training done in-house with in-house developed materials
- Training is open to local municipalities and employees of non-profits
- Immeasurable professional development savings to the county
- Outreach academies in Martin/Washington/Bertie, Granville (mini) & Caswell Counties



Curriculum History

A Chatham institution since 2002!



2002

First year of academy. Curriculum included approximately 100 hours of instruction.

2008-2020

Curriculum reviewed/revised annual but no major changes to requirements.

2020, 2022 & 2024

Curriculum changes to include the requirement of community service project and introduction of seminar classes.

2025-2026

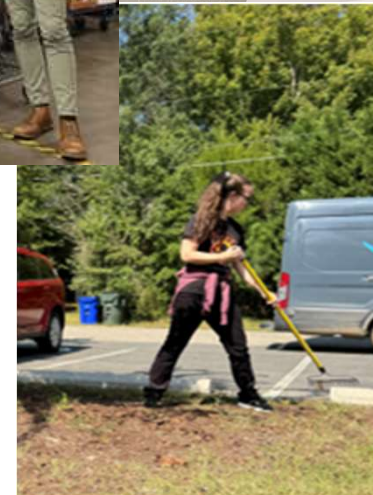
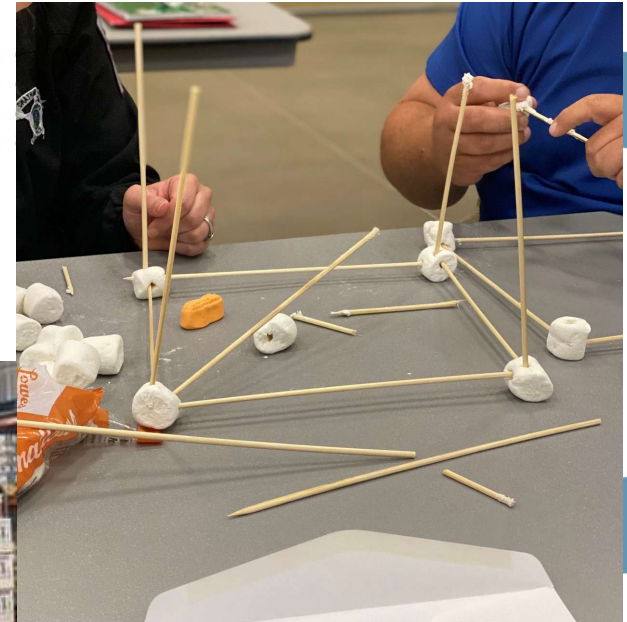
Curriculum revision to capitalize on new learning management system that allows online course delivery.



2024 Curriculum

Course	Hours
Leadership Academy Orientation	1
County Government 101	10
Myers-Briggs Type Indicator	4
Legal Requirements	8
Budgeting	2
Diversity, Inclusion and Equity	6
At Your Service	4
Business Writing	4
Communications	4
Effective Meetings and Presentations	2
Stress Management	2
Supervision	12
Effective Leadership	2
Seminars in Management and Leadership	10
Graduation	1
Elective Hours	8

80 Hours of Instruction



The Catalyst for Change

- Increase in size of organization
- Increase in time constraints—some departments/offices find it difficult to participate fully
 - Instructor capacity
 - Implementation of new learning management software



2026 Curriculum

- Two-tiered approach
 - Online learning plan
 - In-person learning plan
- Shortened in-person courses
- Shortened in-person curriculum (months)
- Retention of case study/community service project



2026 Leadership Academy (online) Curriculum



Public Service Training

Introduces new hires to public service and our service expectations.



Leadership Training

Preparing future managers with skills needed for leadership roles.



Employment Law Training

Offering specialized knowledge in areas such as EEO laws and discipline and termination



Communication Training

Enhancing communication, teamwork, and problem-solving abilities.



20 Hours of self-paced instruction

2026 Advanced Leadership Academy (in-person) Curriculum

(to begin January 2027)



Advanced Leadership Academy Curriculum

Intro to County Government II-IV

- Development exercise
- Organizational dynamic exercise + Hot Topics
- Public records, social media, etc.

Budgeting

Tilt 365 Personality Assessment

People First/Organizational Excellence

Supervision II

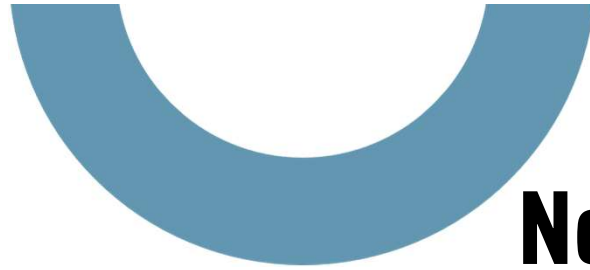
Effective Leadership

Seminars in Leadership and Management

Graduation

**25 hours of
in-person
instruction**





NeoGov Learn

Learning Management System (LMS)

Chatham Employees benefit from:

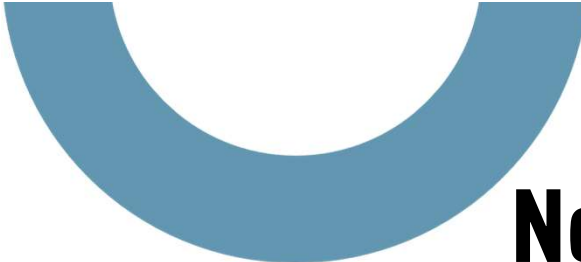
- Convenient one-stop location for all course activities in the Dashboard
- Automated email notifications
- Supervisors can track course progress for added employee support
- Full autonomy to complete courses at their pace
- Access to their materials and certificates even after completing the academy
- Complete transcript

External Learners can benefit from:

- Same user experience as a regular employee...*except...*they can **ONLY** access Learn

Their accounts are also deactivated after completing the academy





NeoGov Learning Management System (LMS)

Human Resources benefits from:

- A “set it and forget it” implementation that can be easily replicated year to year
- Auditing and reporting features
- Centralized location for all information
- No more calendar invites to all participants

Overall increased efficiency, cost savings, and capacity to focus on other projects!

This makes the HRIS very happy



2026-2027 Instructional Cycle



A group of people are seated in a circle in a meeting room, engaged in a discussion. The image is overlaid with a dark blue filter. In the top left corner, there is a light blue circular graphic. In the top right corner, there is a grid of white dots. A thin vertical line is positioned on the right side of the image.

**A special thank you to the Board of
Commissioners for their long-standing support
for this uniquely Chatham program**