



NORTH CAROLINA

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**Rowan County Leadership Development
Program (RCLDP)**

Overview

The Rowan County Leadership Development (RCLDP) is a 9-month, module-based program and includes a blend of in-person workshops, virtual sessions, and self-study, designed to help employees develop professionally and become future leaders. The RCLDP seeks to develop talent we already have into future leaders.

SECTION 1. Eligibility- Any full-time Rowan County employee who is not a director (or assistant director or equivalent to an assistant director), who has not received any adverse personnel actions in the last year, and receives supervisor support is eligible to attend, space permitting.

SECTION 2. Attendance- Commitment to attend and participate in all sessions and activities is required. Each module will take one (1) full working day. Participants will be paid a regular rate of pay during in person / virtual modules. Because this program is voluntary, time to do homework and class preparation outside of the normal work week will not be paid.

SECTION 3. Participation in RCLDP will broaden your Local Government knowledge and help you become more effective as a leader in the following areas:

- County Structure
- Leadership
- Ethics
- Communication
- Human Resource Management
- Problem Solving
- Budgeting and Public Dollars
- Change Management

SECTION 4. Class size in RCLDP is limited to 15 participants per year.

SECTION 5. Administration in RCLDP will be administered by the County Managers Office.

How to Apply:

To take part in the Rowan County Leadership Development Program, fill out the application and submit the following:

- Participant Application
- Current Resume
- Typed statement of why you want to participate in RCLDP
- Recommendation letter from supervisor

Outline

Module 1- County Structure

Module 2- Leadership

Module 3- Ethics

Module 4- Communication

Module 5- Human Resource Management

Module 6- Problem Solving

Module 7- Budgeting & Public Dollars

Module 8- Change Management and Influence

Module 9- Conclusion