

ADMINISTRATION & LEADERSHIP ACADEMY

for GOVERNMENT SUPERVISORS

Situations and strategies in the reach
for public-sector excellence



By John M. Collins
Leadership and Expertise Coach
criticalvictories.com



THE ADMINISTRATION AND LEADERSHIP ACADEMY FOR GOVERNMENT SUPERVISORS
is a comprehensive 3-day, onsite learning facilitation for new public-sector managers.

DETAILS

- 3 days of professional facilitation
- World-class content and instruction
- Live, onsite classroom learning
- Focus on public-sector leadership issues
- Professionally printed student learning manual
- Implementable strategies and approaches
- Real-life personnel scenarios
- High-energy group discussions and exercises

LEARNING OUTCOMES

Participants of our program will experience remarkable gains in their understanding of:

- Applying talents and strengths in government culture
- The four scientifically confirmed needs of employees
- Collective bargaining and working with unions
- How to balance risk and reward in decision-making
- The value of demographic and strength diversity
- How to improve individual and team performance
- Laws related to time, wages, and accommodations



JOHN M. COLLINS MA, SHRM-SCP

John M. Collins is a professional coach specializing in working with people, teams, and organizations in authoritative, high-responsibility occupations. Prior to starting his coaching practice, John served as a forensic scientist, forensic laboratory director, and system director, working through some of the most challenging circumstances imaginable. John has a master's degree in organizational management and holds a formal HR certification from the Society for Human Resource Management. He was formally trained by Gallup and the College of Executive Coaching and has worked with clients in various industries in the United States and overseas. John is the author of several books, including *The New Superior - A Better Way to Be the One in Charge*. He works and lives near Detroit.

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Program Summary

- 1** GOVERNMENT SUPERVISORS is a comprehensive **3-day facilitated learning experience** focused on building strength-based competencies and strategies in public-sector administration.
- 2** Participants will hear **world-class, expert perspectives** on contemporary challenges and opportunities in government leadership.
- 3** A **situations and strategies clinic** is included in the program as a way to expose participants to actual public-sector leadership and personnel scenarios involving high-sensitivity circumstances.
- 4** Our goal is to boost the effectiveness and competence of our attendees so they can handle a wider variety of situations with greater **confidence, compassion, and character**.

Learning Topics

- Unleashing Talents and Strengths
- Dynamic and Foundational Culture Factors
- Strategic Environmental Scanning
- Supervisory Temperament
- The Employment Partnership
- The Public Sector Promise
- Public Trust and High-Stakes Leadership
- Public Demands and Expectations
- The Role of the Press
- Collective Bargaining and Labor Unions
- Federal Laws on Wages and Hours
- Mandated Accommodations
- Procurement Challenges and Opportunities
- Retaliation: The New Harassment
- Organizational Crisis
- Organizational Structures and Philosophies
- Entrusted Leadership
- Enabling Team Talents and Strengths
- Performance Management
- Supervisory Interventions



Our workshop was first delivered in 2022 for supervisory staff at the Miami-Dade government complex in Florida. Since then, it has become a regularly hosted event, attracting hundreds of supervisors from what is one of the largest government workforces in the United States.

What did you like most about the workshop?

“John’s experience and his way of explaining different principles. He’s a wealth of knowledge with life experience to back it up. Encourages students to look at things differently.”

- Spencer G., Workshop Attendee, Pinellas County, Florida