



COUNTY OF HUMBOLDT

For the meeting of: 6/3/2025

File #: 25-619

To: Board of Supervisors

From: Human Resources

Agenda Section: Time Certain Matter

Vote Requirement: Majority

SUBJECT:

9:30 A.M. - Human Resources' Cohort 2 Supervisor Academy Recognition Presentation.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Receive the report and recognize staff for their completion of the Cohort 2 Supervisor Academy.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

In today's environment of rapid change, increased workplace and community diversity, changing workforce expectations, and increased complexity, it is imperative that supervisory staff possess the requisite skills and self-awareness to succeed. Human Resources' Supervisor Academy was created to support line supervisors and high-potential staff through providing the opportunity to participate in an innovative, immersive curriculum designed to promote heightened self-awareness combined with 21st century supervisory and leadership skill development. These skills are also intended to support the strategic goals of the County of Humboldt and deliver value to the residents of Humboldt County. The program was carried out over 4 months earlier this year and engaged 22 staff.

This innovative offering was designed with the intention of harnessing the positive dynamics of the supervisor-supervisee relationship to build capacity and drive organizational change. The academy is responsive to staff's desire for professional development opportunities (as indicated in internal organizational research) and aligns seamlessly with the Workforce and Operational Excellence strategic goals outlined by the Board of Supervisors, particularly in ensuring a well-trained workforce capable of navigating the challenges associated with today's dynamic environment.

The Human Resources Department's internal organizational research consistently finds that staff place significant trust in their direct supervisor. This supervisor academy sought to leverage this relationship to build capacity for enhanced service delivery and organizational change. This program was designed with a focus on three key domains related to effective supervision:

Enhanced Managerial and Leadership Skill Development: Participants embarked on a journey of self-discovery and skill enhancement, equipping them with the tools necessary to excel in management and leadership roles.

Social and Emotional Intelligence: Recognizing the significance of social and emotional intelligence in today's changing workplace, the academy curriculum places a special emphasis on developing these essential intelligence types. Participants may receive pre- and post-intervention measures of emotional and cultural intelligence.

Personal Growth: Through interactive sessions and practical exercises, participants had opportunities to explore themselves and refine their managerial and leadership abilities to expand their professional capabilities.

Over the 4-month Supervisor Academy, this innovative program leveraged the expertise of local and regional consultants and county staff to provide participants with an immersive, cohort-based experience. At the heart of this program is a dynamic, custom-designed Management and Leadership Series, led by Greater Eureka Chamber of Commerce Chief Executive Officer, Nancy Olson, and Dr. Kathy Thornhill-trusted local experts dedicated to shaping the leaders of tomorrow. In an era of evolving workforce demands, their transformative approach equips participants with the self-awareness, adaptability, and strategic insight needed to lead, influence, and collaborate across diverse perspectives. This immersive experience empowers professionals to harness their strengths, navigate uncertainty, and become true catalysts for meaningful change in their organizations and communities. Examples of courses taken include:

- Self-Awareness and Emotional Intelligence
- People-centered Change
- Managing the Work
- Human Resources 101
- The County Finance Cycle
- Effective Communication with Intercultural Development Inventory (IDI) assessment
- Leading Remote Teams
- Creating an Inclusive Environment

Research notes the skills gained throughout this program will undoubtedly be critical for success in the new workplace and HR appreciates the time staff dedicated to this journey and would like to recognize them for their accomplishment and dedication to optimizing the employee experience.

Human Resources would also like to thank participating departments for allowing their staff to engage in this academy and congratulate the staff that completed the program and wish them well as they continue to perform the important work of supervising in this dynamic environment.

SOURCE OF FUNDING:

Charges for services (3520359-800870)

FINANCIAL IMPACT:

Expenditures (3520-359)	FY24-25	FY25-26 Projected*	FY26-27 Projected*
Budgeted Expenses	\$17,144	<u>\$17,144</u>	<u>\$0</u>
Additional Appropriation Requested	0	<u>\$0</u>	<u>\$0</u>
Total Expenditures	\$17,144	<u>\$17,144</u>	<u>\$0.00</u>

**Projected amounts are estimates and are subject to change.*

Funding Sources (3520-359)	FY24-25	FY25-26 Projected*	FY26-27 Projected*
General Fund			
State/Federal Funds			
Fees/Other (Charges for Services)	<u>\$17,144</u>	<u>\$17,144</u>	<u>\$0.00</u>
Use of Fund Balance			

Contingencies			
Total Funding Sources	<u>\$17,144</u>	<u>\$17,144</u>	<u>\$0.00</u>

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

Fiscal Year 2024-25 has had two cohorts of the Supervisory Academy. The funds to pay for the Cohort 2 session was funded by charges per attendee, \$776.14, to their respective department via a journal transfer. There was approximately \$69 in funds from the Risk Management internal service fund to pay for awards, which was budgeted.

STAFFING IMPACT:

None

Narrative Explanation of Staffing Impact:

None.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: None.

File No.: None.