



COUNTY OF HUMBOLDT

For the meeting of: 6/16/2026

File #: 26-589

To: Board of Supervisors

From: Human Resources

Agenda Section: Time Certain Matter

Vote Requirement: Majority

SUBJECT:

9:15 A.M. - Human Resources Supervisor Academy Recognition and Senior Leader Development Series Presentation

RECOMMENDATION(S):

That the Board of Supervisors:

1. Receive the report and recognize staff for their completion of the Human Resources Supervisor Academy; and
2. Consider supporting the Human Resources' Senior Leader Development Series; and
3. Take action, and provide direction to staff, as appropriate.

STRATEGIC PLAN:

The recommended actions support the following areas of the Board of Supervisors' 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. The 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 twenty-first 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. Cohort 4 of the Human Resources Supervisor Academy was carried out over four (4) month period and engaged twenty-four (24) staff members across nine (9) County of Humboldt departments.

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 Human Resources' Supervisor 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 Humboldt County Board of Supervisors ("Board"), 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. The Human Resources' Supervisor Academy seeks 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 workplace, the Human Resources' Supervisor 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 will have opportunities to explore themselves and refine their managerial and leadership abilities to expand their professional capabilities.

Over a four (4) month period, the Human Resources' Supervisor Academy leveraged the expertise of local and regional consultants and county staff to provide participants with an immersive, cohort-based experience. At the heart of the Human Resources' Supervisor Academy is a dynamic, custom-designed Management and Leadership Series, led by Redwood Chamber of Commerce Foundation Chief Executive Officer, Nancy Olson, and Dr. Kathy Thornhill of Rise Advising - trusted local experts dedicated to shaping the leaders of tomorrow. In an era of evolving workforce expectations, their transformative approach equips participants with the self-awareness, adaptability and strategic insight needed to lead, influence and collaborate across diverse perspectives. This comprehensive experience empowers professionals to harness their strengths, navigate uncertainty and become catalysts for meaningful change in their departments and communities. Examples of courses taken include, without limitation, all of the following:

- Self-Awareness and Emotional Intelligence
- People-centered Change
- Managing the Work
- Human Resources 101
- Stress Management
- Leading Effective Meetings
- Effective Communication with IDI assessment
- Vision in Practice Academy Alumni Mentoring Session
- 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.

Building on the success of the Supervisor Academy, Human Resources is pleased to introduce the Senior Leadership Development Series, a new initiative designed to strengthen the capabilities of our Program Managers, Deputy Directors and Assistant Directors. This innovative and responsive program will offer a series of structured workshops that connect core leadership and management principles to the County of Humboldt's most pressing challenges. The Human Resources Senior Leadership Development Series will conclude with a practical capstone project focused on solving a real operational issue. Informed by organizational research and a recent department head needs assessment, the Human Resources Senior Leadership Development Series is designed not only to build leadership skills but also to help leaders apply those skills consistently in their daily work. With Board support, we anticipate launching the Human Resources Senior Leadership Development Series in early part of fiscal year 2026-2027.

A key feature of the Human Resources Senior Leadership Development Series is the use of the Leadership Practices Inventory 360 assessment, which provides participants with meaningful, data-driven feedback on their leadership strengths and growth areas. Combined with workshops on strategic leadership, change management, collaboration, decision-making and other essential competencies, the Human Resources Senior Leadership Development Series will prepare our senior leaders to navigate complex challenges and drive effective, people-centered change across the organization.

To maximize the Human Resources Senior Leadership Development Series impact, we are seeking Board support to highlight the importance of leadership development across the County of Humboldt. Board support will help shape a meaningful and sustainable investment in our future leadership capacity. We appreciate your consideration and would welcome the opportunity to discuss this initiative further.

SOURCE OF FUNDING:
Risk Management (3520-359)

FINANCIAL IMPACT:

Expenditures (3520-359)	FY 25-26	FY 26-27 Projected*	FY 27-28 Projected*
Budgeted Expenses	\$17,981.00	\$18,000.00	\$18,500.00
Total Expenditures	\$17,981.00	\$18,000.00	\$18,500.00
Funding Sources (3520-359)	FY 25-26	FY 26-27 Projected*	FY 27-28 Projected*
Fees/Other (Charges for Services)	\$17,981.00	\$18,000.00	\$18,500.00
Total Funding Sources	\$17,981.00	\$18,000.00	\$18,500.00

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

The funds to pay for the Cohort 4 session of Human Resources Supervisor Academy were funded by a charge of Seven Hundred Fifty Dollars (\$750.00) per attendee to their respective departments via a journal transfer.

STAFFING IMPACT:

The recommended actions will not impact current staffing levels.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: None
File No.: None