STATECIVILSERVICE
COMPREHENSIVE PUBLIC TRAINING PROGRAM

SCS CPTP

LEADERSHIP Academy

Open to Anyone, Designed for Everyone

Enrollment open in SuccessFactors

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What is the Leadership Academy?

The SCS CPTP Leadership Academy is designed to help participants prepare for leadership opportunities by developing essential leadership skills. Leaders exist at every level within an organization, so this program allows for anyone to take ownership of their own development. Through a mix of web-based courses and a variety of virtual events, participants will learn valuable skills that will serve them well as they continue their employment journey here at the State of Louisiana.

Who can participate?

Anyone! This program has open enrollment on SuccessFactors for everyone who wishes to participate. Because the skills are foundational for leaders, the program is intended for individuals who have been identified as “high potential” for advancement into leadership.

What will I learn?

A graduate of this program will be able to use foundational leadership skills that can be applied regardless of their current role.

Program Outcomes:

Upon completion of this program, learners will be able to:

- Apply leadership strategies
- Demonstrate emotional intelligence
- Cultivate trust within their work group
- Demonstrate courage
- Communicate effectively
- Manage conflict
- Design continuous improvement initiatives
- Act decisively
- Apply strategic thinking strategies
- Demonstrate professionalism, and
- Manage performance

What is the time commitment?

Learners take the lead in this area! It can take as little as nine months or as long as two years to complete the program. As most of the classes are web-based, participants will set the pace for how quickly they choose to work through it. However, with live, virtual events in the mix, there is still a limit to how fast the program can be completed.

What are virtual events?

Virtual events are one hour live events where participants will join a meeting or webinar via a virtual platform, like Microsoft Teams or Zoom. There are a variety of different types of events planned and learners will get to choose which they attend. Participants may join all virtual events if they'd like, but they must attend at least four in order to complete the Leadership Academy program.

How do I sign up?

In SuccessFactors! Go to My Learning, search "SCS CPTP Leadership Academy", and click Enroll. The program will then be added to your Learning Assignments, and you can follow the program requirements from your Learning page.

I am a supervisor, what is my role if my employees participate?

A supervisor's main role in this program is to support their employee's learning journey, allow time for the employee to take their classes when able, and to assist with learning transfer of the skills learned throughout the Leadership Academy.

To help with this, there is one web-based course that we highly recommend supervisors take to inform them of how they can best support their employee(s) through the program. Details of the course are below.

Support Course

SCS CPTP Supervisor Support for the Leadership Academy
Help you and your employees get the most of the SCS CPTP Leadership Academy. This course leads supervisors through program requirements and offers strategies to enrich the development of their employees who are enrolled in the Leadership Academy.

Leadership Academy Program Courses

Introductory Courses

Required:

SCS CPTP Leadership Academy Introduction
Take the first step in your leadership journey and explore the requirements of the SCS CPTP Leadership Academy. This course empowers you to maximize the benefits of the program's structure and contents.

SCS CPTP Building your Career Path
Recognize your potential and determine the course for your career as a leader in state government with this introductory leadership course. Drawing insights from "The CEO Next Door" by Elena Botelho and Kim Powell, this course discusses four key behaviors that drive success and how to apply them in your professional journey.

Leadership

Required:

SCS CPTP Leadership 101: Building your Deck
Explore the complexities of leadership and how you can learn to navigate the common tensions all leaders face. This course will help you assess your leadership preferences and identify areas for growth as you begin your personal leadership learning journey.

Leadership Development - Choose 1 option:

SCS CPTP Peer-to-Peer Training
Enhance your leadership by mastering effective peer training techniques. This course empowers you to apply six strategies to ensure your team members excel and grow within their roles.

SCS CPTP Evolving through Continuous Learning
Discover the power of continuous learning and how it can take you to new heights in your personal and professional life. This course highlights the significance of active learning, offering practical strategies to help you stay informed, adaptable, and proactive in an ever-evolving world.

SCS CPTP Demonstrating Appreciation
Enhance your leadership skills by understanding the importance of demonstrating appreciation. This course will help you create a more positive and motivated work environment by effectively expressing gratitude and recognizing the contributions of your team.

Leadership Academy Program Courses

Emotional Intelligence

Required:

SCS CPTP Leading with Emotional Intelligence
Build the foundation of your leadership skills by developing your emotional intelligence. This course will help you navigate the nuances of emotions to strengthen your leadership capabilities and foster success in your role as an aspiring leader.

SCS CPTP Harnessing Emotions at Work
Discover how to navigate emotions for a better integration of work and personal life. This course provides insights and strategies from Liz Fosslien and Mollie West Duffy to help you create a healthier, more productive life.

SCS CPTP Building Better Relationships
Develop your emotional intelligence by strengthening your professional relationships. This course guides you in becoming a better teammate, analyzing your role in workplace dynamics, and repairing damaged relationships.

Emotional Intelligence Development - Choose I option:

SCS CPTP Having a Growth Mindset
Cultivate a growth mindset to unlock your potential and achieve greater success. This course helps you understand the differences between a fixed and growth mindset, explores the benefits for you and your team, and provides strategies to develop a growth mindset.

SCS CPTP Level Up your Confidence
Boost your confidence and transform how you approach new tasks. This course will explain the importance of confidence and provide you with strategies to boost yours.

SCS CPTP How to Recognize and Overcome Bias
This course, featuring insights from Dr. Jennifer Eberhardt, helps you understand the brain functions behind bias, recognize common types of bias, and apply strategies to overcome these mental habits.

Leadership Academy Program Courses

Trust

Required:

SCS CPTP Becoming Trustworthy
Earn the trust of those around you by developing your trustworthy traits. In this course you will learn how trustworthy you are, what characteristics make someone trustworthy and how to begin trusting others.

SCS CPTP The Secrets of Highly Successful Groups
Learn the secrets to creating a high-performing culture from Daniel Coyle, author of The Culture Code. This course covers three key principles—safety, vulnerability, and purpose—and provides real-life examples and strategies to identify and cultivate the culture that's right for you.

Trust Development - Choose I option:

SCS CPTP Leading with Compassion
Strengthen your leadership abilities by learning to lead with compassion. This course will help you use empathy as a foundation to build compassionate interactions, fostering a supportive work environment that enhances team cohesion and drives success.

SCS CPTP The Art of Belonging
Create a more inclusive work environment where everyone feels valued and connected. This course will equip you with the tools and strategies to foster a sense of belonging and ensure that you and your team can thrive authentically.

SCS CPTP Elevating Team Performance - In-person, Instructor-led class
Explore how to cultivate a strong team culture based on safety, vulnerability, and purpose, inspired by Daniel Coyle's insights in "The Culture Code." This course offers practical strategies and exercises to enhance team communication, cohesion, trust, and overall performance, fostering a more successful and connected team environment.

Leadership Academy Program Courses

Communication

Required:

SCS CPTP Communicating with Influence
Unlock your ability to influence and to communicate more effectively with others. This course will help you develop essential principles and strategies, enabling you to enhance your impact and build stronger connections in any setting.

SCS CPTP Communication Strategies for Project Leaders
Discover how crucial communication is for successful project management. This course teaches you why effective communication is essential, provides strategies to enhance both individual and team communication, and guides you in creating robust communication plans for your projects.

SCS CPTP How to Give Meaningful Feedback
Elevate your leadership by discovering how to deliver impactful feedback. This course will guide you in using effective techniques to deliver feedback that drives improvement and supports your team's development.

Communication Development I - Choose I option:

SCS CPTP The Art of Verbal Communication
Enhance your verbal communication skills to make a lasting impression and navigate challenging conversations with ease. This course provides strategies for excelling in conversations and overcoming common communication hurdles in the workplace.

SCS CPTP The Science of Listening
Unlock the power of active listening to enhance your leadership and foster collaboration. This course, based on insights from Kate Murphy's You're Not Listening, teaches you strategies for improving listening skills, understanding brain responses in conversations, and implementing best practices to create a more engaging and trusting environment.

SCS CPTP What Debate Teaches Us
Discover how to turn disagreements into opportunities for connection with insights from Bo Seo's Good Arguments. This course helps you understand the three types of disagreements, prepare effective rebuttals, and apply strategies to strengthen your arguments, fostering constructive and unifying debates.

Leadership Academy Program Courses

Communication Development 2 - Choose I option:

SCS CPTP Powerful Presentations
Engage your audience and drive them to action with compelling business presentations. This course teaches you how to define objectives, organize content, and deliver confidently, ensuring your message resonates and inspires.

SCS CPTP Writing Basics
Enhance your writing skills by avoiding common grammar, spelling, and punctuation mistakes. This course will help you refine your writing style to ensure clarity, conciseness, and courtesy in all your communications.

SCS CPTP Business Writing
Craft compelling messages for any business context by developing your skills in effective writing. This course will guide you through setting clear writing goals, understanding your audience, and refining your content to ensure clarity and impact.

Courage

Required:

SCS CPTP Courage
Develop the courage to face challenges and embrace difficult situations in your professional life. This course shows you how to recognize and cultivate courage in the workplace, empowering you to take decisive steps and inspire those around you.

SCS CPTP Fostering Resilient Teams
Help your team build resilience and thrive in uncertainty. Exploring concepts such as psychological safety and continuous learning, this course will provide you with actionable strategies you can apply in any leadership role.

Leadership Academy Program Courses

Courage Development - Choose I option:

SCS CPTP Overcome your Fear of Failure
Conquer your fear of failure and unlock your potential with this course. You'll explore the roots of fear, learn to reframe failure as a growth opportunity, and discover how taking action can build confidence and overcome the fear of the unknown.

SCS CPTP Overcoming Imposter Syndrome
Overcome feelings of inadequacy with this course on impostor syndrome. You'll learn to identify and define impostor syndrome, understand how it impacts your performance, and apply six strategies to confront and overcome your insecurities.

Conflict Management

Required:

SCS CPTP Conflict Management
Gain a basic understanding of conflict management and how it affects you and others. Explore key areas of conflict, identify your conflict management style, and use a Conflict Resolution Model to guide you in managing and resolving conflicts.

Conflict Management Development - Choose I option:

SCS CPTP Challenging Conversations - In-person, Instructor-led class
Learn how to navigate challenging conversations with confidence and clarity. This course equips you with essential tools and strategies to define, impact, and lead through difficult workplace interactions effectively.

SCS CPTP Leveraging Conflict
Harness conflict as a powerful tool for growth and improvement in your leadership journey. This course helps you understand how to effectively leverage conflict to drive positive outcomes and enhance team dynamics.

Leadership Academy Program Courses

Decision Making

Required:

SCS CPTP How Great Leaders Solve Problems
Start developing your problem-solving skills to excel in leadership roles. This course will guide you through the fundamentals of preventing, detecting, and resolving workplace issues while also showing you how to foster a team environment that encourages creative solutions and effective communication.

SCS CPTP Farsighted Decisions
Transform your approach to big decisions with strategies from Steven Johnson's Farsighted. This course equips you with tools to map your options, predict outcomes, and align decisions with your core values, helping you make more informed and effective choices.

Decision Making Development - Choose I option:

SCS CPTP The Power of Regret
Turn your regrets into opportunities for growth with insights from Daniel Pink's The Power of Regret. This course helps you understand the four types of regrets, learn how to use them to improve decision-making, and apply tools to face and leverage regrets for a more fulfilling life.

SCS CPTP The Role of Intuition in Leadership
Harness the power of intuition to become a more effective leader. This course will guide you in integrating gut feelings with thoughtful analysis to make confident and informed decisions in your leadership role.

SCS CPTP Facilitating Creative Problem-Solving on Your Team
Help your team think beyond the obvious and find smarter solutions to everyday challenges. This course gives you practical strategies to spark creative thinking, remove common barriers to innovation, and create a work environment where fresh ideas can thrive.

Strategic Thinking

Required:

SCS CPTP Introduction to Strategic Leadership
Develop your skills in strategic leadership by exploring essential concepts and practices. This course introduces you to the fundamentals of strategic leadership, providing insights and tools to guide your development as an aspiring leader.

Leadership Academy Program Courses

SCS CPTP Strategic Thinking
Develop your ability to think strategically and apply it effectively in your role. This course will equip you with techniques to enhance your strategic thinking skills and leverage them in team and leadership contexts.

Strategic Thinking Development - Required, Choose I option:

SCS CPTP Developing a Vision for your Team
Develop a compelling vision to guide and motivate your team toward shared goals. This course will help you understand how to create a compelling vision and effectively communicate it to inspire and align your team.

SCS CPTP Encouraging Strategic Thinking on your Team
Strategic thinking doesn't just happen on its own. It grows when leaders encourage it. In this course, you'll learn how to create a team environment where people think beyond daily tasks and connect their work to long-term goals. Discover practical ways to guide your team toward bigger-picture thinking—and move from doing the work to driving impact.

SCS CPTP Organizational Dynamics
Explore how organizational dynamics are shaped by individual actions, power dynamics, and organizational culture. This course will help you understand various types of workplace power and politics, identify symptoms of dysfunction, and apply strategies to foster a positive organizational environment.

Continuous Improvement

Required:

SCS CPTP Introduction to Improvement Science
Explore the principles of improvement science to drive meaningful changes in your organization. This course introduces key concepts and techniques for using data-driven methods to drive continuous improvement initiatives.

SCS CPTP Using the PDSA Cycle
Explore how the PDSA cycle can be applied to foster continuous improvement as well as to optimize your products and processes. This course will guide you through each phase of the Plan-Do-Study-Act process, providing practical strategies to effectively apply this powerful tool.

Leadership Academy Program Courses

Continuous Improvement Development 1 - Choose 1 option:

SCS CPTP Strategies for Managing Scope
Ensure project success by mastering scope management. This course will guide you in defining project scope, managing it effectively, and addressing scope creep to keep your projects on track.

SCS CPTP Making Numbers Count
Harness the power of numbers to shape perceptions and influence opinions effectively. This course, based on insights from Making Numbers Count by Chip Heath and Karla Starr, teaches you how to strategically choose and present statistics to bolster your viewpoint and enhance communication.

SCS CPTP Work Processes
Evaluate the impact of work processes on effectiveness and discover strategies for optimizing them. This course will guide you in assessing and improving work processes to enhance efficiency and effectiveness in any work environment.

Continuous Improvement Development 2 - Choose 1 option:

SCS CPTP SWOT Analysis
Discover how to use SWOT Analysis to assess strengths, weaknesses, opportunities, and threats in strategic planning and personal development. This course will equip you with the skills to conduct a SWOT Analysis and leverage it as a powerful tool for creating effective plans and driving improvement.

SCS CPTP Using PICK Charts
Discover how to streamline your decision-making process using a PICK Chart, a tool designed to evaluate and prioritize tasks and solutions based on impact and difficulty. This course will guide you in creating and applying a PICK Chart to effectively organize and manage your options.

SCS CPTP Using 5 Whys
Uncover the root causes of issues with the 5 Whys tool to enhance problem-solving and drive continuous improvement. This course will help you apply the 5 Whys method to identify and address underlying problems, leading to more effective solutions.

Leadership Academy Program Courses

Performance Management

Required:

SCS CPTP Introduction to Performance Management
Start your journey in performance management by learning how to align individual and company goals effectively. This introductory course will equip you with the skills to address performance challenges and engage your team, setting the foundation for effective leadership.

SCS CPTP How to Stay Relevant
Inspired by Never Stop Learning by Bradley Staats, this course helps you lead by example in a fast-changing world. Discover how to model curiosity, embrace experimentation, and build a culture of learning that drives lasting performance.

Performance Management Development - Choose I option:

SCS CPT Leading Innovation
Drive innovation by exploring strategies and techniques that empower you to lead creative initiatives within your organization. This course will equip you with the tools to foster an innovative environment and guide your team through the challenges of implementing new ideas.

SCS CPTP Motivating your Team
Discover what drives motivation and how to leverage it to enhance team performance. This course explores different types of motivation, helps you identify unique motivating factors for individuals, and shows you how to use this knowledge to boost productivity and satisfaction in your workplace.

Program Completion

Required:

SCS CPTP Leadership Academy Completion
Reflect on your Leadership Academy experience and your leadership development. This course will help you map the next stage in your leadership journey.