

## The Program

This training focuses on improving participants' communication, management, and leadership skills.

**Participants:** Open to CCAP members in each county: county commissioners or council members, chief clerks, county administrators, and solicitors. Key county leaders and department heads may apply by including one written letter of support from a county commissioner/council member.

**Application:** Completion of the online application at [www.pacounties.org/education/cel](http://www.pacounties.org/education/cel) and submission of a resume is required by March 7, 2025. Applications will be reviewed by a selection committee by April 18, 2025. Participation is available to one eligible representative per county, with a maximum of 12 participants per year.

**The Program:** This is a two-and-a-half-day program offered annually. See additional programming details in this brochure. Participants will receive materials and assessments to be completed before the program start date.

**Day One: The DISC assessment** –Managing relationships with the media and strategic planning

**Day Two: Problem-solving** -Managing through disagreement, conflict resolution, engaging and motivating teams.

**Day Three: Managing talent** –From sourcing to onboarding, creating an action plan.

**Cost:** \$950 per person, includes course registration and program materials, overnight accommodations for three nights, continental breakfast and lunch for three days, and an evening event. The final deadline for payment is June 6, 2025.

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Since 1986, Dering has supported leaders at every level—individuals, teams and organizations—across many sectors and industries to realize the full potential of their people's talents and aspirations.

For information about the program, please contact Todd Snovel, [tsnovel@pacounties.org](mailto:tsnovel@pacounties.org), (717) 736-4735.



Center for  
Excellence  
in County Leadership

June 25-27, 2025  
Harrisburg, PA



Providing professional  
development and growth for  
county government leaders



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# Curriculum

## Center for Excellence in County Leadership (CEL)

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The CEL program has been designed to challenge participants with several real-world scenarios and to build on topics that are discussed in each session. Studies suggest that 70% of what we learn is experiential, so attendees should bring their experience to small group discussions and learn from peers in other counties.

### Day One:

#### Learn how to ...

- Adapt Your Workplace Profile using DISC
- Manage Your Relationship with the Media to Build Your County's Reputation
- Navigate Strategic Planning using Pragmatic Tools

### Day Two:

#### Learn how to ...

- Guide Your Team through a Creative Problem-Solving Process to Make Better Decisions
- Manage through Disagreements and Mediate Conflict Resolution
- Engage and Motivate Your Team

### Day Three:

#### Learn how to ...

- Manage Talent within Your County from sourcing to onboarding
- Create an Action Plan based on Your Learning

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## APPLICATION

All participants are required to submit an online application as well as a resume. Completion of the online application is required by March 7, 2025. Applications will be reviewed by a selection committee by April 18, 2025.

Participation is available to one eligible person per county per year, with a maximum of 12 participants per year. Eligible participants are the CCAP voting members in each county: county commissioners, council members, chief clerks, county administrators, and solicitors. Key county leaders and department heads may apply by including one written letter of support from their county commissioner/council member in addition to the full application.

## COST

The tuition for the CEL program is \$950 per person which includes course registration and program materials, overnight accommodations for three nights, continental breakfast and lunch for three days, and an evening event. Participants will be notified of their acceptance into the program by April 25, 2025 and will be invoiced at that time. Final payment for participation is due in full by June 6, 2025. Payment plans available upon request.



## ACADEMY CREDIT

Participants who complete the full CEL program will also be afforded credit for the Leadership, Management, and Decision-Making core course for the Academy for Excellence in County Government.

## CANCELLATION POLICY

Due to the nature of the program and advance materials purchased and sent to all participants in early spring, written notification of cancellation must be sent to [tsnovel@pacounties.org](mailto:tsnovel@pacounties.org) by May 16, 2025 to avoid penalty. Refunds are issued via check. There will be no refunds for cancellations received after 4 p.m. on May 16, 2025.

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**COMMITMENT STATEMENT**—To promote maximum learning amongst attendees, completion of all advance coursework including review of the text and completion of the assessments as well as full attendance at each day of the program is expected and required. Please note the CEL is a learning community where being on time, not leaving prematurely, and full participation are crucial to the dynamics of the learning process. Commitment to the process of creating a community for inquiry, receptivity, and discussion should be respected. Thank you for your cooperation and understanding of this commitment.