

STAFF REPORT
City of Lancaster, California

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04/14/09
MVB

Date: April 14, 2009

To: Mayor Parris and City Council Members

From: Robert W. Greene, Director, Parks, Recreation and Arts Department

Subject: **Leadership Academy – June 19-21, 2009**

Recommendation:

Approve the transfer of \$75,000.00 for expenses and fees associated with the presentation of a Leadership Academy to be conducted by Professor Marty Linsky of Cambridge Leadership Associates from Account No.101-4820-301 to Account No. 101-4620-301. Increase estimated revenues in Account No. 101-3450-100 in the amount of \$50,000.00.

Fiscal Impact:

\$75,000.00; source of funding: \$25,000.00 from Account No. 101-4820-301 in FY 2008/2009 Budget; \$50,000.00 to be offset by revenues from registration fees of \$2,000.00 per student.

Background:

The City of Lancaster is offering a career changing opportunity to participate in a Leadership Academy presented by a professor from Harvard University. Mayor Parris made the original contact with Mr. Linsky of Cambridge Leadership Associates regarding this program. Mr. Linsky is a professor at Harvard University at the Kennedy School of Government and is also co-author of the book "Leadership on the Line; Staying Alive through the Dangers of Leading". Cambridge Leadership Associates have provided this type of leadership program to government departments, companies and organization in countries throughout the world.

The Mayor proposed a leadership program geared toward individuals with an interest in politics as well as a career goal of leading organizations or companies in our community. Cambridge Leadership Associates will customize this program to meet these needs.

The City will talk with both private and public sector organizations to determine their interest in participating in the program. Further they will be asked to identify individuals in their organizations who are future leaders that would benefit from this experience. To be considered, each candidate must be nominated by their manager. Following their nomination, each candidate would be vetted by Professor Linsky and other members of a committee to be appointed for the purpose of determining their suitability for the academy.

The program, as outlined by Professor Linsky, takes place in three phases. Phase one is a Foundation Retreat where participants will receive intense training in a variety of leadership topics. Phase two will be the forming of the connective tissue where they will work as a group, interacting with a team from Harvard via the internet on a project. Phase three is a scaling summit where the whole cohort would meet again for 2-3 days. Sharing insights, the participants begin the work of scaling their experiments to address one or more adaptive challenges facing Lancaster.

RWG: jzs