



Mangers Leadership Academy Sacramento County – Fall 2026

Submission Deadline: July 24, 2026

CPOCF is pleased to announce the upcoming CPOC Managers Leadership Academy (MLA) in Sacramento, California. This two-week training will take place September 14–18, 2026 and October 19–23, 2026.

Please Note: CPOC's MLA program meets BSCC's Manager Core requirement (MACC equivalency).

The 80-hour intensive training course is designed to prepare current probation managers for executive positions. The course blends practical skill building, individualized leadership development, and a focus on ethical, data-driven decision making to cultivate California's future probation leadership. The course is comprised of two weeks of classroom training, an intersession practicum assignment, self-paced learning modules, peer study groups, and a 360-leadership assessment.

This demanding course is designed for future probation executives - participants must be highly motivated and focused in order to be successful. Given that the course is intended for future executives, work products are expected to be comprehensive, high quality and reflect the complexity of county-level probation management. Once accepted to the course, participants are expected to participate in order to advance their own learning and complete all course requirements.

Core Topics to be covered:

- What is a Leader?
- Leadership in CA Probation
- Operational Management
- Project Management
- Leading and Managing Organizational Change
- Workforce Planning & Human Resources
- Executive Dialogue
- Ethics
- Individual Leadership Styles & Leadership Planning
- Evidence-Based Practices & Data-Driven Decision Making
- Strategic Planning
- Budget & Fiscal Management
- Employee Wellness
- Communications & Media

Prior to the first session, participants are expected to:

- Attend a two-hour LPI enrollment webinar on **August 4, 2026 from 9:00am to 11:00am** and complete the Leadership Practices Inventory (LPI) 360 assessment, developed by Jim Kouzes and Barry Posner.
- Complete 5 hours of self-paced learning on CPOC's on-demand platform (instruction will be provided with enrollment confirmation)
- During Session One, participants will be assigned to study groups to complete a team assignment. Teams are expected to meet for approximately two hours each day, Monday through Thursday, during the classroom session, over lunch, and/or in the evenings.
- During the intersession break between Week One and Week Two, participants are expected to:
 - Complete a practicum exercise and prepare a 10-minute presentation highlighting key learnings from the assignment.
 - Participate in a 30-minute one-on-one coaching session with an LPI Consultant to go over results of their 360-Leadership assessment via phone or Zoom Meeting.

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STC Tuition: \$1500

A non-refundable fee of \$300 will be charged once the participant initiates the 360 Leadership Assessment token.

Final Payment Due: August 3, 2026

Payment: You may pay by Check OR a Credit Card:

Check: Make Checks Payable to **CPOC FOUNDATION** and mail to:

2150 River Plaza Drive, Ste 310, Sacramento, CA 95833

Credit Card: Contact McKenzie Patterson at Mckenzie@cpoc.org to request an invoice in order to pay by credit card.

Academy Dates

LPI Webinar:

August 4, 2026
9:00am to 11:00am

Week 1 Session:

September 14-18, 2026
Monday to Thursday:
8:00am to 5:30pm
Friday:
8:00am to 12:30pm

Week 2 Session

October 19-23, 2026
Monday
1:00pm to 5:00pm
Tuesday to Thursday:
8:00am to 5:30pm
Friday:
8:00am to 1:00pm

Training Location:

Sacramento CPOC Training Room
2150 River Plaza Dr. Suite 310
Sacramento, CA 95833

Note to Applicant: Be Sure to Upload signed copy of Supervisor's Endorsement Page to your online Application.

Chief Probation Officer or Immediate Supervisor Endorsement

CPO or Immediate

Supervisor Name: _____

Title: _____

Phone: _____

E-Mail: _____

This applicant, _____ has my full
(Applicant's Name)

support and endorsement for participation in the Managers Leadership Academy. I understand that participants are required to complete five hours of self-paced learning prior to Session One. Participants must also attend a two-hour Pre-LPI Assessment webinar and complete the 360-degree leadership assessment before Week One. During Week One, participants will be assigned to a study group and are expected to meet daily during lunch and/or in the evenings to complete a team assignment. During the intersession between classroom trainings, participants are required to complete a practicum exercise. Additionally, participants must take part in a 30-minute one-on-one coaching session with an LPI consultant between Week One and Week Two. Week Two.

CPO or Immediate Supervisor's Signature

Date