



Pierce County
Human Resources Department

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*Approved
 10/3/19*

Thanks Mary!

TO: Bruce Dammeier, County Executive
FROM: Mary Ransier, Training and Development Manager *MR 10-2-19*
DATE: September 17, 2019
SUBJECT: Pierce County Leadership Certification

Human Resources sees Pierce County as an effective government that delivers efficient, innovative and reliable public service. Pierce County hires, develops and engages talented employees. Preparing current and future leaders to develop individuals, groups and the organization for future service is a priority for HR.

Therefore, effective January 1, 2020, the Organizational Development and Training Division of HR will implement and administer Pierce County’s Leadership Certification program. The three-tiered program will be implemented in accordance with the schedule below. All new supervisors/managers promoted or hired after January 1, 2020 will be required to complete the Bronze level certification within one year of initial notification in Workday.

Leadership Certification-Bronze Level Effective: January 1, 2020
 Required of all new supervisors/managers

- Supervisor Essentials (3 Days)*
- The Practical Coach (4 Hours)*
- Emotional Intelligence (6 Hours)*
- Leadership Basics (7 Hours)

Leadership Certification-Silver Level Effective: January 1, 2021

Leadership Certification-Gold Level Effective: January 1, 2022

*Supervisors and Managers that previously completed Supervisor Essentials, The Practical Coach and Emotional Intelligence will be exempt from re-taking the courses.

There will be a separate track for leads and aspiring managers and supervisors as outlined below.

Leads and Aspiring Supervisors and Managers Effective: January 1, 2020

- The Practical Coach for Leads and Aspiring Supervisors (4 Hours)
- Emotional Intelligence (6 Hours)
- Leadership Basics for Leads and Aspiring Supervisors (7 Hours)
- Supervisor Essentials (through nomination) (3 Days)

Once the above courses have been completed a lead or aspiring manager/supervisor may attend the Supervisor Essentials course when nominated by their supervisor.