

June 22, 2011 - City Launches Mentoring Academy for Employees

The City of Shreveport has launched its first "Mentoring Academy" to add depth to the training for those employees striving to become the City's future leaders.

The academy is Human Resources' response to the City's need to establish a more deliberate approach to succession planning.

"We were aware of the need for improving supervisory training. However, after assessing the City's potential exposure to retirement over the next three to five years, we realized there was an equal or greater necessity to develop future leaders and increase employee skill sets," said Angelita Jackson, the City's Director of Human Resources.

Participants will attend two three-hour courses each month, with graduation scheduled six months later. Employees had to apply for the academy and meet certain criteria in order to be eligible.

Nearly 100 employees applied, with 40 being selected. The initial class was held this month and facilitated by Dale Sibley, the City's Chief Administrative Officer. Sibley stressed the purpose, expectations and benefits of the program.

Employees in the academy will be trained in a variety of areas, including: leadership, budgeting, ethics, policy and procedures, customer service, effective decision making and the operations of local government.

"I think this sends a strong message not only to our employees but also the citizens of Shreveport, that this administration is serious about deepening the pool of internal candidates to consider as retirement and attrition continue to impact our leadership," Mayor Cedric Glover said.

-SHREVEPORT-
www.shreveportla.gov
[Twitter.com/MayorGlover](https://twitter.com/MayorGlover)