



Catching Leadership

LEADERSHIP DEVELOPMENT &
TALENT MANAGEMENT CONSULTING

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CLIENT SUCCESS STORY

Program Objective: *A Northern California agency was focused on strengthening its internal leadership pipeline through a cohort-based development initiative for emerging leaders.*

Public Sector Agency

Agency Challenge

The County identified a workforce development need to **invest in their high-potential employees** early on in their leadership development journey.

Key priorities included:

- Building leadership confidence and self-awareness
- Strengthening communication, emotional intelligence, and accountability
- Reinforcing alignment with organizational values and leadership expectations
- Providing practical, real-world leadership application (not just theory)

Our Approach

The Catching Leadership team implemented a 3-pronged solution:



#1 Customized 4-Day Leadership Academy

Immersive, cohort-based experience focused on real-world application through simulations, role plays, and a team-based project



#2 Mentor Observation & Feedback Model

Mentors observed participants during project work and delivered individualized, competency-based feedback at the conclusion of the program



#3 Leadership Tools & Assessments

Customized workbooks, leadership assessments, and self-study materials to reinforce learning beyond the program

The Outcomes

***"This is not a passive, sit-and-listen program. It challenged us to stretch, apply, and grow in real time."** -Academy Attendee*

Participants reported an impactful experience:

- **4.85 / 5.0** - Exceeded expectations
- **4.80 / 5.0** - Alignment with mission/values
- **4.75 / 5.0** - Feedback was actionable
- **4.75 / 5.0** - Customized to agency needs

Behavioral Shifts:

- More **intentional leadership** conversations
- Increased **self-awareness** in leadership style
- Stronger **cross-departmental collaboration**
- More frequent and effective **feedback**

Follow-Up Activites

As a result of this engagement, the County:

- Strengthened its leadership pipeline
- Established a repeatable developmental framework for emerging leaders
- Increased alignment between leadership behaviors and agency values

Interested in launching your own Leadership Academy?

Visit www.catchingleadership.com to learn more or email info@catchingleadership.com.