



PRACTICAL LEADERSHIP ACTION NETWORK





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Program Outline

*Do you want to be a
more effective leader*

*... in your **county**?*

*... in your **state**?*

*... in your **Association**?*

PLAN, ACCA's Practical Leadership Action Network, is a **leadership development** program for commissioners, chairs and chair/probate judges who were first elected in 2012 and who will begin their second term of office in November 2016. The **two-year program** will culminate with recognition at the 2018 ACCA Annual Convention.

PLAN will emphasize **hands-on learning** about successful programs in other Alabama counties, the state Legislature, Congress, as well as ACCA's insurance funds and affiliate organizations for key county staff leaders (emergency managers, engineers, administrators, etc.). As part of PLAN 2018, each participant will be mentored by a member of the PLAN 2016 class, and – with the input of their peers – will implement a “passion project” in their home county.

To be eligible, participants must have completed the mandatory Level I program offered by the Alabama Local Government Training Institute. The program is limited to one participant per county. The participation fee will be \$1,000.



Questions & Answers

About **PLAN**: The Practical Leadership Action Network

What is PLAN?

The Practical Leadership Action Network, or PLAN, is a two-year leadership development program offered by the Association of County Commissions of Alabama. The PLAN 2018 class will consist of commissioners who can answer “yes” to these questions:

- Were you first elected to the county commission in 2012?
- Are you a candidate for re-election to the county commission in 2016?
- Have you completed the mandatory level 1 program through the Alabama Local Government Training Institute?
- Do you want to be a more effective leader in your county, state and Association?

What is the goal of PLAN?

ACCA's leadership wants to ensure a bright future for the Association for years to come, and PLAN is part of that effort. The program will equip participants to serve in both formal and informal leadership positions within ACCA. Formal leadership positions might include the ACCA Board of Directors, Legislative Committee or insurance fund governing boards. But history shows that significant impacts can be made through informal leadership roles, such as rallying colleagues to work on legislation, working to resolve a problem first noticed in their own county that also creates difficulties for other counties, or taking the lead with an influential legislator.

Another aim of the PLAN program is to push its participants to reexamine the passion that initially moved them to run for public office. This mission is primarily accomplished with an intensive two-day retreat that is designed to draw out each person's individual leadership qualities, and through the development and implementation of a community “passion project” to effect positive change in each participant's home county.

Ultimately, PLAN seeks to help leaders who have demonstrated a commitment to county government grow into more effective leaders in within the Association as well as back home.

What can members of PLAN 2018 expect?

PLAN is about hands-on learning and practical skills, so the schedule is designed with regular activities beginning with local news releases announcing the PLAN 2018 class in December and culminating in recognition of participants who have completed the program in August 2018.

Members of PLAN 2018 will gather for the first time in December for an organizational meeting that will be combined with the ACCA Legislative Conference, which is a great example of the many PLAN events that will be connected to a regularly occurring ACCA event. Other enrichment activities are exclusive to PLAN participants, such as the two-day Montgomery Experience for a deeper look at how counties interact with the Alabama Legislature. PLAN 2018 members will also be paired with a member of the ACCA Board of Directors for monthly, one-on-one mentoring phone calls.

What is a PLAN Passion Project?

As part of PLAN, each member will be tasked with creating, developing and implementing a community “passion” project in their home county. The project should not be an issue that is already in progress, rather it should be a **new** project that reminds each participant about what motivated him or her to run for public office in the first place. During this process, PLAN members will be required to partner with at least one other organization in their home county to bring the project to fruition. Over the course of the 18-month program, participants will engage in an ongoing dialogue with one another about the status of their projects, and will ultimately present the finished product at the 2018 ACCA Annual Convention.

What is the Affiliate Group Focus?

Under the umbrella of ACCA, there are affiliate groups for county employees in different professions and specialties. Much like ACCA, these affiliate groups bring together leaders from throughout the state for professional development and problem-solving. The application for PLAN's Class I asks potential participants to indicate their preference among these groups for the Affiliate Group Focus. For example, participants who are focusing on the Alabama Association of Emergency Managers and Alabama Association of 9-1-1 Districts would attend some conferences, workshops and/or board meetings of those associations to get an inside look at the issues specific to that part of county government.

What does the participation fee cover?

The fee covers meals, meeting expenses and materials for PLAN-specific events as well as registration at affiliate group functions. It does not include registration, meals or travel for regular ACCA events.

For example, if PLAN's organizational session is a lunch meeting after the ACCA Legislative Conference adjourns at noon on Thursday, December 8, PLAN 2018 members would need to pay their registration and travel expenses for the Legislative Conference as usual, but they would pay nothing additional for the lunch meeting's meal, meeting space and any printed or electronic materials.

I'm interested, but I've got opposition in November. What should I do?

Submit your application now! Selection will not be completed until after the November election results are known.



APPLICATION

PLAN 2018 • 2016-2018

Name
County
What role has the Association played in your development as a county leader (in 100 words or less)?
How has your first term in office impacted your leadership style (in 100 words or less)?

What would you like to gain from participation in the PLAN program (in 100 words or less)?

OPTIONAL: Please add any other comments you would like considered OR use this space to complete the previous question(s).

TENTATIVE SCHEDULE

**August 2016**

Informational session at ACCA Convention, applications distributed

EXTENDED December 12, 2016

Application Deadline

December 2016

PLAN 2018 members announced

January 2017

Organizational meeting at ACCA Office; develop PLAN 2018 mission statement; attend ACCA District Meetings

March/April 2017

Montgomery Experience – 2-day lobbying activities with ACCA staff

May/June/July 2017 and throughout the year

Attend affiliate group events (board meetings, workshops, conferences, and webinars)

August 2017

ACCA Convention—Attend ACCA board meeting, dinner meeting for PLAN participants on Wednesday night

September 2017

Two-day PLAN retreat

December 2017

PLAN meeting at ACCA Legislative Conference

March 2018

Washington Experience, with NACo Legislative Conference

June/July 2018

Wrap-up mini retreat for PLAN 2018

August 2018

ACCA Convention, recognition of PLAN 2018 members

Note: PLAN 2018 participants may also attend select board meetings of the ACCA and its insurance fund



Will you join the PLAN 2018 Experience?

Association of County
Commissions *of* Alabama

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