

LA COUNTY PROBATION SUPERVISORS ATTEND CPOC SUPERVISOR LEADERSHIP ACADEMY

SUPERVISORS ARE SOLE SOUTHERN CALIFORNIA REPRESENTATIVES

"A good leader can communicate the vision of a department in a way that the people around them understand. They also can motivate people to go forward with that mission."

-Supervising Deputy Probation Officer S. Munford.

Recently, Los Angeles County Probation Department Supervising Deputy Probation Officers N. Esparza, S. Munford, and J. Rogers attended and completed the two-week Chief Probation Officers of California's Supervisor Leadership Academy in Tehama County, located in Northern California. With an academy class of approximately 20 members, the LA County Probation Supervisors were the only representatives from Southern California. "It was good to get away and see how other probation departments operate. The environment was excellent, and Tehama County Probation was very hospitable. I can't wait until we can host one in Los Angeles," expressed SDPO Munford.

The CPOC Supervisors Leadership Academy (SLA) aims to prepare first-line Probation Department Supervisors for their role as change leaders. Being an effective leader is vital for any supervisor. The SLA program is designed to take you to the next level as a leader in your department.

"The academy gives you tools, and you pick what best defines you as a leader. My favorite part of the academy was the Colors Personality Assessment and the Logic Model, which taught us how to define the steps needed to get to the desired outcome for a problem," shared SDPO Esparza. "Many of our staff are really good and have a lot of information and diverse backgrounds. I would like to develop an internal leadership program for our staff because I feel our staff should be able to advance, and they should be given the tools to do so," he said.

The core topics covered in the CPOC Leadership Academy were Leadership Roles, Organizational Culture, Learning Organization, Evidence-Based Practices, Leading and Managing Organizational Change, Cycle of Conflict, Workforce Diversity, Performance Measures, Data-Driven Decision Making, Reward, and Recognition, and Coaching and Mentoring.



SDPOs Rogers, Munford and Esparza

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Richard A. Muench, Chief Probation Officer of Tehama County and SDPO Rogers



CPOC Supervisor Leadership Academy Class

SDPOs Munford, Esparza, and Rogers gathered a wealth of information during their two weeks in the academy. However, the most impactful takeaway amongst the three was their reminder to stay connected with their staff.

"The academy reminded me of the responsibility that we have to the DPOs we supervise, specifically their wellbeing, to check-in and see how they are doing, not only on the job but also outside of the job," expressed SDPO Munford. "SDPOs really need to be able to look at the people under them as whole people. It renewed my sense of wellbeing for the staff I supervise."

SDPO Esparza shared, "Now, I really, really focus on motivating our staff and giving recognition. And not waiting a long time to do so."

"It brought back the understanding that as supervisors, we have the real control over morale and how staff views their daily approach to work," expressed SDPO Rogers. "We can make work that much better for a person throughout their career if we are supervisors or leaders who take the approach to do our part and go a little bit above and beyond. We really have control over the morale and how we all approach our jobs".

Selected by his peers, SDPO Rogers gave the keynote address at their Academy graduation ceremony. The theme of his speech was "The value of a leader is not measured by the work they do, but by the work they inspire others to do." He delivered a keynote address that resonated with Probation Departments throughout the State of California.

"It was a big-time honor to be selected by my class to speak. There were many others in the academy just as qualified. I just took it upon myself to try to be a leader amongst other leaders," shared SDPO Rogers.

During the graduation ceremony, the Supervisors were also presented with certificates by Richard A. Muench, Chief Probation Officer of Tehama County. All three agreed that the Chief Probation Officers of California's Supervisor Leadership Academy was enlightening, inspirational, and motivational. They each expressed a desire to encourage any LA County Probation staff interested in pursuing leadership to apply.

Congratulations to SDPOs Rogers, Esparza, and Munford on completing the program. The Los Angeles County Probation Department thanks you for your dedication to enhancing your professional skillset and for your continued commitment to becoming better leaders.

Probation News