

Institute for County Government: Leadership Programs



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UF IFAS Extension



UF IFAS Extension Mission: UF IFAS Extension partners with communities to provide quality, relevant education and research-based expertise to foster healthy people, a healthy environment, and a healthy economy.

- *Cooperative extension services at land grant universities have historically served communities and special interest groups, at the local and state level, by offering leadership development (McKee et al., 2016).*
- *One of the more recent groups targeted by extension services, especially over the past decade, is local elected officials (McKee et al., 2016).*



- MISSION STATEMENT -

The mission of the Institute for County Government is to enhance the leadership skills of county officials, to facilitate innovative thinking and action by those leaders, and, ultimately to enable counties to prosper as communities in the 21st century.

Goal of the Programs

The goal of leadership development programs, focused on a local political leadership context, have been threefold:

- Local government leadership programs look to build leadership capacity and proactively address unforeseen challenges.
- These leadership programs provide the necessary skills to initiate change and increase human capital.
- These programs give participants an overview of other related issues such as the environment, interpersonal relationships, the political system, and urban interface.

Benefits of Leadership Programs

- Effective leadership development will equip them with the relevant skills to adapt and the make sound decisions needed to successfully navigate the increasingly complex challenges facing local governments (Thomson, 2010).
- Participation results in benefits at the **individual, organizational** and community level (Etuk et al. 2013)
- Programs promote **network development** and **build social capital** (McKee et al. 2016)

The Certified County Commissioner (CCC) Program – 482 participants

- Launched in 1996
- *The Certified County Commissioner program* – “is a voluntary program of study designed for county commissioners to learn information and enhance skills relevant to their duties and responsibilities. Courses are taught by a team of experts, which includes university faculty, government officials, professional speakers, FAC members and FAC staff” (Florida Institute for County Government, 2023c).
- CCC participants must complete a total of 45 hours of course work. This includes 30 hours of core, 9 hours of elective and 6 hours of continuing education courses.
- Completion of the course requirements results in the designation of Certified County Commissioner.

The Advanced County Commissioner (ACC) education program - 259

Started in 2012, the ACC is an advanced leadership program designed for graduates of the Certified County Commissioner (CCC) program.

The course content focuses on leadership with an emphasis on the future of Florida.

The ACC program is completed after 27 hours of total course work. Participating commissioners must commit to fully participate in all three seminars in order to graduate.



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Leadership Competencies

- Self Awareness- Myers Briggs & Strengths
- Decision Making
- Communication
- Strategic Planning
- Conflict Resolution/Management
- Teams
- Humility
- Creativity, Innovation and Critical Thinking
- Emotional Intelligence

ACC Level II – 20+

- Launched in 2019
- *The Advanced County Commissioner program II (ACC II)* – Builds off the outcomes of the CCC and ACC I programs, providing context to the issues each commissioner is addressing in their counties.
- Both contextual expertise and leadership skills are addressed to help commissioners gain a new perspective around complex issues across Florida (Florida Association of Counties, 2023).

Some Examples: Leadership Within Context

- Medical Marijuana and Communication
- Emergencies (Hurricanes) and Crisis Leadership
- Over-population, Affordable Housing and Creative Thinking

Questions?
