



## 2026 NASPE Awards Program

### *Eugene H. Rooney, Jr. Award Nomination Innovative State Human Resource Management Program*

Submission Deadline: April 17, 2026

Submission Method: Submit via the 2026 NASPE Awards Nomination Form.  
Upload this completed template and the required one-page summary within the form.

Nominations from dues-paying states are considered for eligibility. Nominated programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months prior to nomination and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

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## PROGRAM INFORMATION

Program Title: Louisiana State Civil Service Leadership Academy                      State: LA  
Contact Person: Lindsay Ruiz de Chavez

Contact's Title: Public Information Director

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## NOMINATOR INFORMATION

Nominator: Byron P. Decoteau, Jr.      Title: Director

State: LA                      Agency: Louisiana State Civil Service

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- Include a complete nomination template and one-page summary • Conform to all copyright laws



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## DETAILS

Please attach a one-page summary of the program. Narrative responses should generally not exceed 4–6 pages (based on regular 8 1/2 x 11-inch paper, double-spaced in 12-point font). The 4–6 page guidance does not include the required one-page summary.

1. Please provide a brief description of this program.

The Louisiana State Civil Service Leadership Academy is a statewide leadership development initiative designed to prepare current and emerging leaders across Louisiana state government. The program is administered through the Comprehensive Public Training Program (CTPT) within Louisiana State Civil Service and forms a key component of the agency's broader Leadership Development Suite.

The Leadership Academy provides structured, competency-based leadership development through a blend of online coursework, virtual learning events, and practical leadership insights from experienced public sector leaders. The program focuses on developing foundational leadership competencies such as communication, emotional intelligence, strategic thinking, conflict management, decision-making, professionalism, and performance management.

The program is designed to be accessible to employees across all state agencies and job classifications. Unlike traditional leadership development programs that are limited to supervisors or agency-nominated participants, the Leadership Academy uses an open enrollment model that allows employees to proactively develop leadership capabilities regardless of their current position.

Participants engage with structured learning modules and live learning events that explore real-world leadership challenges faced in public service. These sessions frequently feature

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experienced leaders from across Louisiana state government who share lessons learned and practical leadership strategies.

By creating a scalable and accessible leadership development pathway, the Leadership Academy strengthens the leadership pipeline across Louisiana state government and supports agencies in developing the next generation of effective public-sector leaders.

2. How long has this program been operational (month and year)?

The Leadership Academy has been operational since July 2025.

3. Why was this program created? (What problem[s] or issues does it address?)

Historically, leadership development opportunities in Louisiana state government were often concentrated on employees who had already been promoted into supervisory roles. As a result, many employees entered leadership positions without sufficient preparation in areas such as communication, team leadership, decision-making, and performance management.

Louisiana State Civil Service recognized the need to develop leadership capabilities earlier in employees' careers in order to build a stronger and more sustainable leadership pipeline.

The Leadership Academy was created to address several key challenges:

- Preparing high-potential employees for future leadership roles
- Expanding access to leadership development across state agencies
- Providing consistent leadership competencies across Louisiana state government
- Encouraging a culture of continuous learning and professional growth
- Supporting agencies in succession planning efforts

By providing accessible leadership development opportunities to employees at multiple career stages, the program helps ensure that Louisiana state government is equipped with capable leaders who can effectively manage teams, implement policies, and deliver services to citizens.

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Here are some links to program details:

- [Overview of Leadership Suite, including Leadership Academy](#)
- [Leadership Academy Brochure](#)

4. Why is this program a new and creative method?

The Leadership Academy represents an innovative approach to leadership development in state government in several ways.

First, the program uses an open-access leadership development model. Rather than restricting participation to supervisors or agency-selected employees, the Academy allows any state employee to engage in leadership learning. This democratizes leadership development and encourages employees to take ownership of their professional growth.

Second, the program combines self-paced learning with interactive leadership experiences. Participants complete structured coursework while also engaging with experienced public-sector leaders through virtual learning events that explore real-world leadership challenges.

Third, the Academy leverages existing digital learning infrastructure to deliver leadership training at scale. By utilizing the state's learning management system and virtual learning platforms, the program can reach employees across Louisiana without requiring significant travel or facility costs.

Fourth, the program integrates leadership development into a broader statewide leadership framework, the CPTP Leadership Suite. This structure provides multiple entry points for leadership development and encourages continuous skill development over time.

Together, these elements create a flexible and scalable leadership development model that strengthens leadership capacity across Louisiana state government.

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5. What were the startup costs? (Provide detailed information about specific purchases for this program, staffing needs and other expenditures, as well as existing materials, technology, and staff already in place.)

Startup costs for the Leadership Academy were modest because the program was designed

to leverage existing training infrastructure and staff expertise within Louisiana State Civil Service.

Key startup investments included:

- Staff time for program design and curriculum development
- Development of leadership training modules and learning materials
- Creation of program communications and outreach materials
- Coordination and scheduling of leadership learning events
- Integration of program content within the existing state learning management system

Because the Comprehensive Public Training Program already maintained a learning platform and instructional design capacity, the program required minimal new technology investment.

The primary startup cost was staff expertise dedicated to designing and launching the program.

6. What are the program's operational costs?

Operational costs for the Leadership Academy remain relatively low due to the program's scalable online delivery model.

Primary operational costs include:

- Staff time for program coordination and administration
- Development and updating of training materials
- Facilitation of virtual leadership learning events
- Coordination with guest speakers and subject matter experts
- Ongoing program evaluation and improvement

Because the program uses existing digital platforms and statewide training infrastructure, the Leadership Academy can serve a large audience without significant facility, travel, or technology costs.

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7. How is this program funded?

The Leadership Academy is funded through the existing operational resources of Louisiana State Civil Service's Comprehensive Public Training Program. CPTP is funded through interagency transfers based on a fee of .04% of the agency's classified payroll.

The program leverages existing staff, learning technology platforms, and training resources already maintained by the agency. This approach allows the program to provide high-quality leadership development opportunities while maintaining cost efficiency.

8. Did this program originate in your state? Yes ☒ No ☐

9. Are you aware of similar programs in other states? Yes ☒ No ☐

If yes, how does this program differ?

While many states offer leadership development programs, these programs are often limited to supervisory personnel or to employees nominated by their agencies.

The Louisiana Leadership Academy differs in several important ways:

- Open enrollment that allows any state employee to participate
- Integration of virtual leadership discussions featuring experienced public-sector leaders
- Alignment with a statewide competency-based leadership development framework
- Scalable delivery through online learning platforms

These elements allow the program to reach a broader audience while supporting leadership development across multiple levels of state government.

10. How do you measure the success of this program?

Program success is measured through several indicators:

- Participation rates across agencies and job classifications (almost 1600 employees enrolled across state agencies so far)
- Completion rates for leadership learning modules will be an ongoing metric as employees work their way through the program. Over 120 participants have already completed the program.
- Participant feedback from course evaluations and learning events

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- Example: This program helped me realize that effective leadership isn't just about managing tasks, it's about building trust, empowering others, and creating a positive culture that motivates your team. I've started focusing more on communication and relationship-building rather than just outcomes.
- Feedback from supervisors or participants through longitudinal surveys
  - Example: [April is more engaged with her team. She has provided encouragement for her team members to grow their knowledge. Both of the employees that she supervises are participating in the Leadership Academy. These efforts will reflect positively on advancement opportunities.]
- Increased engagement in leadership development activities
- Evidence of employees applying leadership concepts in their work environments

The program also contributes to broader workforce development goals by helping agencies identify and prepare employees for future leadership roles.

As participation expands, Louisiana State Civil Service continues to evaluate program outcomes and refine content to ensure the program meets the evolving leadership needs of state government.

#### 11. How has the program grown and/or changed since its inception?

Since its launch, the Leadership Academy has continued to evolve as participation has increased and new leadership topics have been introduced.

Growth has included:

- expansion of leadership learning modules
- additional virtual leadership discussions and events
- broader participation from employees across multiple state agencies
- stronger integration with SCS agency priorities such as the SHIFT initiative

The program continues to evolve based on participant feedback and emerging leadership development needs across Louisiana state government.

This adaptability ensures that the Leadership Academy remains relevant and responsive to the changing demands of public-sector leadership.

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*Eugene H. Rooney, Jr. Award Nomination*  
*Innovative State Human Resource Management Program*

**2026 NASPE Nomination Form Cover Page – State Civil Service Leadership Academy**

The Louisiana State Civil Service Leadership Academy is a statewide leadership development initiative designed to strengthen leadership capacity across Louisiana state government. The program is administered through the Comprehensive Public Training Program (CPTP) and serves employees across agencies and job classifications.

The Leadership Academy was created to address an important workforce challenge: preparing employees for leadership responsibilities before they enter supervisory roles. Public-sector leaders must navigate complex policy environments, manage diverse teams, and deliver services effectively to citizens. Developing these capabilities early in employees' careers is essential for building a strong leadership pipeline.

The Leadership Academy provides competency-based leadership development through a flexible learning model that combines online coursework with interactive virtual learning events. Participants develop essential leadership skills including communication, emotional intelligence, conflict management, strategic thinking, and decision-making. These competencies support employees in their current roles while preparing them for future leadership opportunities.

A distinctive feature of the program is its open enrollment structure. Unlike many leadership development programs that are restricted to supervisors or agency-selected employees, the Leadership Academy allows any state employee to participate. This approach expands access to leadership development and encourages employees to take ownership of their professional growth.

The program also features virtual leadership discussions with experienced public-sector leaders who share real-world insights about leadership challenges and effective management practices in state government. These sessions help participants connect leadership theory with practical application.

The Leadership Academy leverages Louisiana State Civil Service's existing training infrastructure and digital learning platforms, allowing the program to reach employees across the state while maintaining cost efficiency.

By providing scalable, accessible, and competency-based leadership development, the Leadership Academy helps Louisiana state government build a stronger leadership pipeline, improve workforce development, and support effective public service delivery.