

Who is prepared to lead your municipality next?

Capable employees are often promoted because they know the work. The Civic Leadership Academy helps them prepare to lead people, manage performance, document decisions, and carry critical knowledge forward.

FOUNDING COHORT

January 27 - March 10, 2027

Wednesdays | 10:00 a.m. - 12:00 p.m. ET | Live online

WEEK 0 ONBOARDING

January 20, 2027
Self-paced orientation

DESIGNED FOR

New supervisors, crew leads, promotion candidates, and emerging municipal leaders. Cities may send one to four participants.

APPLIED LEARNING RHYTHM

Learn in a live session. **Apply** a Field Lab in the department. **Debrief** with a Deck Report. The CAPTAIN Leadership Journal records reflection and practice.

WHY MUNICIPALITIES SHOULD ACT NOW

~10,000

Georgia municipal employees eligible for retirement by 2029

54%

Georgia cities with a city manager that saw turnover since 2020

61%

Nationally surveyed state and local employers with no formal succession process

Georgia: Georgia Municipal Association (2025); national: MissionSquare Research Institute (2025).
gacities.com/articles/strengthening-georgia-communities-by-investing-in-public-service-talent
gacities.com/articles/administrative-turnover-in-georgia-cities

BENCH STRENGTH AND SUCCESSION READINESS

Participants practice leading former peers, setting expectations, addressing conflict, managing performance, and documenting decisions consistently.

Field Labs, a portfolio, and a Voyage Report connect leadership development to real municipal work. A 90-day action plan supports follow-through.

CERTIFICATE AND INVESTMENT

Attend at least six of seven live sessions and complete the Field Lab portfolio. Invoice and purchase order supported.

\$2,500 / participant

SEAT / PURCHASE-ORDER DEADLINE: DECEMBER 11, 2026

Request January seats or schedule a 15-minute municipal leadership conversation.

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