



SPARK is an innovative development program designed specifically for aspiring leaders in the City of Denton. The program consists of 13 different classes, covering topics that include: overview of the City and its processes and values, leadership expectations, and personal development. Courses will be facilitated by different City thought leaders throughout the organization. In addition to attending the individual sessions (which will be held online for now), participants will also observe a Council “Dry Run” sessions (or budget presentations depending on the time of year), prepare a presentation, and complete a project assisting a City Department.

By participating in SPARK, you will have the opportunity to learn more about the City, understand what is expected of Denton leaders, establish relationships with employees from different departments, and better prepare for any potential leadership opportunities in your future.

Section I: Intro to the City

- **Kick-Off & Welcome: Thursday January 20. 1:00pm – 3:00pm**
 - Denton Leadership Expectations
 - Series Review
 - CMO Q&A

- **Public Sector Employment: Wednesday, February 2. 1:00pm – 3:00pm**
Facilitators: City Manager’s Office
 - Government Structure
 - City Organization
 - Ethics & Responsibilities

- **Finance 101: Wednesday, February 16. 9:00am – 12:00pm**
Facilitators: Heather Gray, Budget Manager
 - Overview of City Funds
 - Review of Budget process



SPARK 2022: Session I Program Overview



- **Essential City Services: Thursday, March 3. 8:00am – 12:00pm**
Facilitators: Procurement, City Secretary, Legal
- **CMO Check-In: Wednesday, March 9. 1:00pm-2:00pm**

Section II: Leadership Expectations

- **Book Briefing: Wednesday, March 16. 10:00am – 12:00pm**
Facilitator: Randy Mayeux, SGR
 - Extreme Ownership, by Jocko Willink and Leif Babin
- **Roles and Responsibilities: Wednesday, March 30. 9:00am – 12:00pm**
Facilitator: Randi Weinberg, Animal Services Manager
 - Different levels of leadership
 - Skills, knowledge, and abilities required at each different level
 - Ability vs Direct Experience
- **Diversity & Inclusion: Thursday, April 14. 9:00am – 12:00pm**
Facilitators: Micah Burton & Maddi Hurd, Talent Development Specialists
 - Should we be talking about this?
 - Expectations
 - Creating a workplace where people can tap their full potential
- **Conflict Resolution & Courageous Conversations: Wednesday, April 27. 1:00pm – 3:00pm**
Facilitator: Carri Byrd, April David, Tiffani James, HR Business Partners & Sara Hensley, Interim City Manager
 - Recognizing and diagnosing conflict accurately (solving the right problems)
 - Effective tools and strategies to resolve conflict in the workplace
- **Problem Solving & Strategic Thinking: Thursday, May 12. 9:00am – 12:00pm**
Facilitators: Rachel Wood, Deputy Director of Capital Projects and Stephen Gay, Director of Water and Wastewater
 - Critical thinking, making decisions in the moment
 - Data gathering and fact-based decisions
 - Political savviness and knowing when to escalate
- **CMO Check-In: Thursday, May 19. 1:00pm – 2:00pm**

Section III: Personal Development

- **Presenting – More than a Data Dump: Thursday, May 25. 9:00am – 12:00pm**
Facilitators: Stuart Birdseye & Rachel Balthrop-Mendoza, Assistants to the City Manager
 - Internal & External Communication
 - Clear and concise messages to communicate effectively
 - Telling your story
- **Interviewing Prep: Thursday, June 9. 9:00am – 12:00pm**



SPARK 2022: Session I Program Overview



Facilitator: Kendra Williams, Talent Acquisition Partner

- Applying for Positions
- Effective Interview Strategies

Section IV: Outro

- **Presentations and Wrap-Up: Thursday, June 30. 9:00am-12:00pm and 1:00pm – 3:00pm**
 - CMO Q&A
 - Feedback
 - Lunch