

HR Executive Institute 2025



Established in 2008, the California State Association of Counties (CSAC) Institute for Excellence in County Government is an award-winning professional development program for senior county administrators and elected officials. We are excited to partner with the California Counties HR (CCHR) to offer the **Human Resources (HR) Executive Institute 2025**. This program is designed for current and emerging human resource directors from within HR and county departments, with a particular emphasis on succession planning and political acumen.

The goals are twofold:

1. Expand application of public service leadership principles.
2. Strengthen the California Counties HR network.

Through 50-hours of onsite and virtual instruction, participants dive deep into leadership concepts, facilitated by nationally recognized faculty and county experts. Upon successful completion, participants join a statewide network of 1,500 CSAC credential holders. **The program includes a 4-day residency at the Sacramento County Library and tailored virtual courses.** The registration fee is \$5,000 for delivery, including a continental breakfast and lunch. Participants are responsible for their own travel and lodging costs. Recommended accommodation at roomblock rates are available. Space is limited.

November 12, 2025	Setting the Leadership Stage	Virtual	2:30 – 5 PM
December 8	Welcome Reception	On-site	6 – 8 PM
December 9	Public Service Leadership	Paul Danczyk	8:30 AM – 12 PM
	Big Picture HR Strategies	CCHR Panel	1 – 4 PM
December 10	Psychological Safety	Ana Estrada Daniels	8:30 AM – 12 PM
	Team Dynamics	Daryl Dixon	1 – 4 PM
December 11	Policy Conversations	CSAC	8:30 AM – 12 PM
	Executive Presence	Carol Geffner	1 – 4 PM
December 12	Reflections & CAO Panel	CAO Panel	8:30 AM – 12 PM
	Self-Care	Rueben Brock	1 – 3 PM
January 21, 2026	Application in Action	Virtual	2:30 – 5 PM

To tailor experiences, participants choose three additional Institute courses between September 2025 and June 2026. Executive coaching is available for an additional cost through CPSHR Consulting. Note: Residency content may change.

Register at csacinstitute.counties.org

