

CHAPTER 3
CALIFORNIA STATE UNIVERSITY, SACRAMENTO,
SPECIALIZED TRAINING OPPORTUNITIES

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CHAPTER 3

CALIFORNIA STATE UNIVERSITY, SACRAMENTO, SPECIALIZED TRAINING OPPORTUNITIES

1. GENERAL. The California State University, Sacramento (CSUS), offers numerous training opportunities to law enforcement agencies statewide. This chapter outlines three such specialized training programs (STP):

a. Leadership for the Government Supervisor. Leadership for the Government Supervisor (LGS) is a certificate program offered through the CSUS. The LGS program consists of eight, 1-day sessions over the course of five months, all held in Sacramento. The LGS is intended to enhance the leadership abilities of eligible nonuniformed supervisors. Topics in the LGS program include:

- (1) Supervisory leadership.
- (2) Decision making.
- (3) Team development and talent management.
- (4) Organizational change.
- (5) Effective communication.

NOTE: This program also requires a 360-degree assessment and an individual project. Additional information on the LGS program can be found on the CSUS website.

b. Leadership for the Government Manager. Leadership for the Government Manager (LGM) is a progressive leadership development program offered through the CSUS. The LGM program consists of eight, one day sessions over the course of five months, all held in Sacramento. The program is intended to enhance the leadership abilities of eligible nonuniformed managers. Topics in the LGM program include:

- (1) Strategic management and planning.
- (2) Communicating and coaching.
- (3) Managing operations and improving business processes.
- (4) Managing organizational change.

- (5) Building high-performing teams and managing conflict.

NOTE: Additional information on the LGM program can be found on the CSUS website.

c. Leadership for the Government Executive. Leadership for the Government Executive (LGE) is a progressive certificate program offered through the CSUS. The LGE program consists of seven, one day sessions over the course of seven months, all held in Sacramento. The program is intended to enhance the leadership abilities of eligible nonuniformed staff. Topics in the program include:

- (1) Executive leadership and enterprise communication.
- (2) Building a service culture and leading organizational change.
- (3) Effective governance and team dynamics.
- (4) Creating a coaching culture and measuring success.

NOTE: More information on the LGE program can be found on the CSUS website.

2. ELIGIBILITY.

a. Leadership for the Government Supervisor.

(1) This training program is available to nonuniformed personnel who have successfully completed the Department's First-Line Supervisors' Academy or the California Department of Human Resources (CalHR) Supervisor Development Program and have a minimum of one year in grade as of the deadline stated on the Communications Network (Comm-Net) message.

(2) Upon completion of the training, the candidate(s) shall remain a member of the Department for at least three years.

b. Leadership for the Government Manager.

(1) This training program is available to nonuniformed personnel who have successfully completed the Department's Middle Management Training Course or the CalHR Manager Development Program and have a minimum of one year in grade as of the deadline listed on the Comm-Net message.

(2) Upon completion of the training, the candidate(s) shall remain a member of the Department for at least three years.

c. Leadership for the Government Executive.

(1) This training program is available to nonuniformed personnel who have served a minimum of one year in grade as of the deadline stated on the Comm-Net message in the following classifications:

- (a) Commander.
- (b) Assistant Chief.
- (c) Employee whose Collective Bargaining Identifier begins with M or E.

3. INTERNAL APPLICATION PROCESS. Applications for the LGS, LGM, and LGE will be solicited annually via a Comm-Net message. Application templates can be found on the CHP Intranet site ➤ Training ➤ Specialized Training ➤ Organizational Development Section (ODS) page.

a. Each candidate will complete the application template and submit it directly to the Specialized Training Program Coordinator with a memorandum of support from their command. The STP Coordinator shall contact the candidate's Division Administrative Assistant to confirm the Division commander's support of the candidate's application.

b. The ODS shall compile all application packages for review and submit them to the appropriate subcommittee. The subcommittees, comprised of prior attendees from each STP, shall review the submitted application packages and make recommendations to Executive Management. Using a matrix, each candidate will be scored in the following categories:

(1) Purpose Statement/Essay Evaluation: Candidate discusses the reason for attendance, personal and career expectations of the program, and expected contributions to the Department, the ODS, and their current command.

(2) Job Performance: Candidate demonstrates successful job performance based upon the memorandum of support from the applicant's command, and a minimum of one year of proficient or excellent performance evaluations.

(3) Commitment to the CHP Mission: Candidate demonstrates support of the mission by assisting in program development, program audits, community events, and task forces.

(4) Self-Development: Candidate has attended training, higher education, and/or executive level training courses to further develop their skill sets.

(5) Teaching/Facilitating for the Department: Candidate provides knowledge and skills to departmental employees through instruction and facilitation.

c. Executive Management will review the subcommittee's recommendations and select candidates based upon the needs of the Department.

d. The ODS will publish a Comm-Net message announcing the selected candidate(s).

4. SELECTION AND CONTACT. Candidate(s) selected by Executive Management will be required to complete a CSUS online application and enrollment form. The ODS STP coordinator will contact the selected candidate(s) directly to provide instructions on form completion and submission. Upon acceptance to the LGS, each participant may be required to complete prerequisite work provided by the CSUS.

5. ACADEMIC CREDIT.

a. Leadership for the Government Supervisor. This training program consists of 56 hours of instruction and 5.6 continuing education units. This is a nondegree program.

b. Leadership for the Government Manager. This training program consists of 56 hours of instruction and 5.6 continuing education units. This is a nondegree program.

c. Leadership for the Government Executive. This training program consists of 49 hours of instruction and 4.9 continuing education units. This is a nondegree program.

6. RESIDENCY, EXPENSES, AND REIMBURSEMENT.

a. All tuition and books will be paid for by the Department through the ODS.

b. Attendees are not required to reside in the Sacramento area to attend the CSUS programs. The Department pays for all associated travel costs as outlined in Highway Patrol Manual 11.1, Administrative Procedures Manual, Chapter 2, Travel Advances and Expense Claims. The CSUS will not provide lodging for attendees.