



2025 UpNext Cohort Info Session

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Building Community

Building Leadership



WELCOME!

UpNext is a leadership community for those of us “up next” in city management. It’s a place to share information and get together to discuss the unique situation of being the person behind the person; still responsible but maybe not as visible and also maybe unsure if the top seat is for us.

What will it look like:

- ✓ Cohorts of upper executives in local government
- ✓ Content light with some learning frameworks around leadership and management
- ✓ Facilitated sessions pulling wisdom from the group
- ✓ Supportive circle of compatriots to share concerns, fears, ideas and desires
- ✓ A safe place to learn and grow

CATHY CAPRIOLA

Management Consultant, VP MRG



Developer of people and organizations, delivering best practices, systems, and innovation.

Experience:

- 31 years experience as local government leader & manager (Sonoma, Novato, Citrus Heights, Davis, Vacaville)
- City Manager, ACM, Department Head
- Developer of people and organizations

Education:

- BS, Communication/Management, UC Davis
- Masters in Public & Private Management, Yale University

LISA ALESSI

Executive Coach



Coach of leaders/teams to navigate complexity and change by creating synergies and cohesiveness for proactive decision making and interpersonal effectiveness.

Experience:

- over 30 years working in a consultative capacity with people dedicated to social change, with 15 years as an Executive Coach to public, private & non-profit leaders

Education:

- BS, Pre-Med/Zoology, University of Massachusetts, Amherst

Certifications:

- Certified coach, Martha Beck Coaching Program
- The Enneagram in the Workplace
- The Leadership Circle 360 Assessment

UpNext 2025 Program Overview

LAUNCH RETREAT – FEB 2025

Timeline & Cost

- Applications open October 10-November 10
 - Letters and apps due by 11/10/24 @ 5pm
- Application decision by December 1, 2024
- Payment of \$3,500 made by 1/31/25
- Program Kickoff in San Luis Obispo: February 20/21, 2025



Program Overview

Cohort 1	Cohort 2	Program Detail
January	January	Meet & Greet Calls with Lisa & Cathy
February 20	February 21	Launch Retreat (In Person; San Luis Obispo)
March 6	March 7	Session #1 (2-hours virtual)
April 10	April 11	Session #2 (2-hours virtual)
May 1	May 2	Session #3 (2-hours virtual)
June 5	June 6	Session #4 (2-hours virtual)
July 10	July 11	Session #5 (2-hours virtual)
August 7	August 8	Session #6 (2-hours virtual)
September 4	September 5	Session #7 (2-hours virtual)
October & November	October & November	Closing Session & Graduation (MMANC & MMASC Conferences)

Monthly Virtual Sessions – Topics

LEADERSHIP
RESILIENCY

INFLUENCE &
POWER

LEADERSHIP
CIRCLE

DIFFICULT
CONVERSATIONS

COURAGEOUS
CONFLICT &
BUILDING TRUST

PUBLIC
ENGAGEMENT,
COMMUNICATIONS
& MESSAGING

EXECUTIVE
PRESENCE

Foundational Tools & Frameworks



Levels of Leadership

-leadership from within

Leadership Circle

*-creative competencies
& reactive tendencies*

Above & Below the Line

*-resiliency practices
-managing reactivity*

Sparketype

*-align your zone of
passion*

Coaching Sessions

Intro Session 1	Lisa & Cathy	Your Leadership Story -Introductions, goals & visions for the program
Coaching Session 2	Lisa	Your Leadership Competencies -Leadership Circle – Development Assessment -Self-Assessment Review -Discuss your leadership profile; competencies & reactivities, growth area
Coaching Session 3	Lisa	Your Leadership Development -Leadership Development Plan -Define development areas for focus and attention -Outline future leadership growth / options
Coaching Session 4	Cathy	Your Why & Your Career Path -SparkeType Assessment / StrengthFinders -Career pathways & connections -Leadership Dashboard
Bonus Group Session	Jess	Finding Your People

Sample Behind the Curtain

Teri Black – Teri Black & Company, CEO

Executive Recruitment process

- Glidepath to the position of CM – what do I need to get there?
- How to prepare for an ACM interview & Council interview?
- How to work with a recruiter? What to say and not to say?

Mary Egan – MRG, CEO

Relationship management with elected bodies

- How to step up your executive presence in front of Council.
- How to navigate power dynamics and politics.

Peggy Flynn – City Manager, City of Petaluma

Secret Sauce of Communication & Public Engagement for a City Manager

- How communication and public engagement shape her leadership style
- Petaluma's Sales Tax campaign

Jason Holley, CM of American Canyon & Maraskeshia Smith, CM of Santa Rosa

City Managers at the Helm

Questions?

