

Frequently Asked Questions

In today's ever-evolving environment with complex and unpredictable challenges, the skills needed for effective leadership are also changing. Your organization needs leaders who can think adaptively, lead by example, engage others to build a positive and high-performing culture, and execute to achieve organizational outcomes. To meet this need, MTAS developed the **Connect** program.

What is Connect?

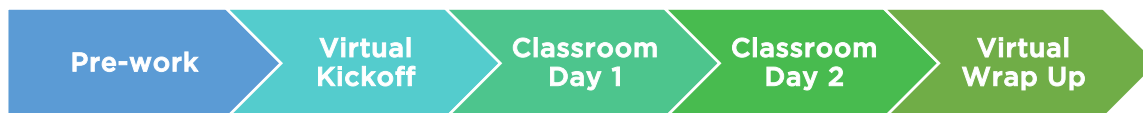
Connect is designed for mid-level municipal leaders who wish to enhance leadership mindset and influence, develop higher level critical thinking and visioning, and lead thriving cultures in their municipalities. **Connect** enhances the municipal manager's ability to respond to current and future workforce needs and positively influence organizational success.

Who are mid-level leaders?

MTAS classifies mid-level leaders as *those that supervise work teams or distinct departments (i.e., department heads) and bridge the gap between emerging and senior leadership*. However, we prefer to leave it to the discretion of respective cities to determine who they consider to be mid-level.

What is different about Connect than the legacy MMA program?

Everything! The **Connect** program is structured very differently from the legacy MMA program. The program features a behavioral assessment, mentoring, peer group collaboration, pre- and post-work, virtual meetings, and classroom engagement and activities. The total time commitment is 30 hours over a four-month period.



What can I expect to learn?

Connect is all about changing the way leaders think and take ownership of their own development, understanding their role in building productive relationships and creating an environment that positively impacts the organization's culture and ultimately achieves organizational outcomes. Participants can expect to gain an awareness of the broader themes that shape leadership and help reinforce their ability to achieve results and improve their leadership effectiveness.

How will this program help me grow as a leader?

Success doesn't happen overnight. It's the result of intentional practice, continuous learning, willingness to try ideas and being comfortable with failure. This program will give you some tools but the work you put in will determine your growth as a leader.

I completed the legacy MMA program. Should I participate in Connect?

It depends on where you are in your leadership development journey and your aspirational leadership goals. If you feel you have the capacity for growing your leadership skills and are ready to embrace a new level of awareness required to lead in today's rapidly changing environment, then you should consider participating.

How can I convince my leadership this is a good investment?

Focus on two important challenges organizations are facing today – retention and succession planning. Research shows that professional development is a key driver of employee engagement which is strongly correlated to retention. Also, with turnover and retirements, having a strong bench of talent ready to lead is critical. Ask us about an email template to send to your manager.

I have a conflict with some of the dates for the advertised cohorts. Are there any make-up opportunities?

Based on the nature of the program format, currently there are no make-up opportunities. We recommend registering for future cohorts that allow for full participation. We will re-evaluate in the future.

I need more foundational management training. What does MTAS provide for new leaders?

Programming for emerging leaders is in the pipeline and will be part of a phased rollout over the next year or two. In the interim, regularly check the [MTAS Training Calendar](#) for foundational management topics offered through our Continuing Municipal Education program.

What else should I know about Connect?

We do not recommend **Connect** for employees who have not had any management/leadership training or who are not serving in management/leadership roles. It will not cover foundational management topics such as supervision, feedback, etc. Additionally, **Connect** is not designed to be part of a performance improvement plan to “address” challenges related to work performance.

While **Connect** is a new program, it will have the same quality content you've come to expect from MTAS.

For more information or other questions, contact us.

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