



RGS Training and Development believes in the power of local government to strengthen our communities during these rapidly changing and uncertain times. That strength is driven by skilled employees and leaders who can effectively drive the response to these challenges.

The broad categories of Training and Development services are:

1. RGS Leadership Academies
2. RGS Training Session Topics
3. Executive/Management Coaching
4. Team/Organizational Effectiveness

We help local government agencies:

- Meet the development needs of employees at the leadership and employee levels.
- Provide development solutions at the individual, team, department, or organizational level.
- Respond to key strategic goals in succession planning and skill-building to increase resiliency to retirements/transfers, skill/performance gaps, and generational shifts/differences.
- Provide live, interactive, virtual training solutions to develop remote or partially remote workforces.
- Custom packages to meet many of your agency's development needs.

Our training products are not corporate training products. Our trainers are not corporate trainers. They have experience in local government and a strong foundation in employee and organizational development. This allows them to specifically address the complex challenges local government agencies face. They are experts at facilitating change and growth to help develop skills needed to move your agency forward in a positive, inclusive, and participative manner.

Visit [RGS' Training and Development webpage](#) for more details.



RGS Leadership Academies

RGS created local government leadership Academies in response to our work with over 250 local government agencies. RGS sought to help public agencies address loss of leadership expertise, lack of succession planning solutions, and incomplete talent pipelines.

Since our creation in 2014, RGS Training & Development has trained over 900 supervisors, managers, leads, and senior-level employees from over 100 local government agencies. Positive feedback and re-referrals from host agencies, agency staff, and attendees have allowed us to grow organically. RGS has incorporated feedback from attendees, hosts, and Training/HR professionals to keep our content up-to-date and relevant.

Executive/Management Coaching

Coaching is a powerful and important resource for local government leaders to set an accelerated course for development and results. It involves focused one-on-one assistance on specific goals you wish to achieve.

Clients seek coaching when they have a desire to be more effective, accomplish new goals or need support in their quest for personal development. Our coaches help clients who self-refer by:

Performance Coaching

Some coaching clients are referred by their manager and may have specific, mandated goals to accomplish through the coaching process. This coaching is directly related to performance on the job. Our coaches help clients referred by their managers.

RGS Training Session Topics

Outside of our Academies, RGS has also developed additional training courses to meet your agency's leadership and employee development needs. Topics have evolved and grown over time in response to agency requests, regulatory compliance, as well as shifts and trends in leadership and staff development.

Course length is typically from 4 to 8 hours in length, unless otherwise indicated in title.

[Click to access the RGS Training Course Catalog for descriptions and learning outcomes of each course.](#)

Team/Organizational Effectiveness

Often improvement and development needs move beyond the individual to address issues at the team, unit, division, or organization level. Team/Organizational Effectiveness interventions target the overall health and effectiveness of an organization using a planned approach to change that aligns systems, goals, and people.

Using assessments, diagnosis, correction, and/or practice, RGS organizational development Advisors help organizations solve systemic problems. Our approach emphasizes facilitation of cooperation and teamwork to identify desired results and implementing new processes, practices, and procedures to achieve those results.