



The Commonwealth Leadership Academy

A program for senior agency leaders

Brought to you by the Department of Human Resource Management (DHRM)

Synopsis: The Commonwealth Leadership Academy (CLA) seeks to develop leaders with accountability for leading strategy development and implementation, leading large scale change, and innovating state government at the agency level. The program will provide unique opportunities to develop senior-level leadership skills, build relationships with peers across the Commonwealth, and provide the opportunity to actively work on ways to implement and accelerate key initiatives.

Structure: The CLA will consist of three sessions, running from September 23, 2025 to November 14, 2025. Sessions are each two days, occurring monthly in Richmond. **Participants should plan not to miss any session days except under extreme circumstances.**

September 23-24 9:00-4:00 EST
October 14-15 9:00-4:00 EST
November 13-14 9:00-4:00 EST

Nominations: This is a nomination program. **Nominations will be reviewed and confirmed on a rolling nominations basis.** Once a nomination is approved, the nominee will receive information about the program including what they will need to bring to support program project requirements. The last day to submit nominations using the online form at [this link](#) is **5:00 pm on Wednesday, July 9 unless we reach our 30 participant limit prior to this date.**

Examples of appropriate nominations: Senior leaders who have direct influence on innovation, strategy and change management. Examples include: positions such as Agency Director, Agency Commissioner, Chief Deputy Director, Chief of Staff, Assistant Commissioner, Chief Operating Officer, Chief Financial Officer, and Division Director.

Consider Pay Band 6 and above for non-appointed (classified) positions.

Key Initiatives: Participants will also actively work on agency sponsored projects that will implement and accelerate key initiatives to meet the Governor's priorities. These projects require agency director sponsorship and are designed to be actionable projects that will innovate, improve, or accelerate key agency initiatives.

Please address any questions to workforce.development@dhrm.virginia.gov

