



DHRM HR Highlights May

Congratulations! Cohort 3 Commonwealth Leadership Academy Graduates!

The third cohort of the Commonwealth Leadership Academy (CLA), a DHRM program designed to support the development of senior level leaders in state government, concluded on May 14 with a remarkable showcase of strategic projects and a celebratory graduation at the Virginia Museum of History and Culture. Over the course of three months, 28 leaders from 23 agencies sharpened their expertise in strategy, organizational culture, innovation, and change leadership—guided by experts and real-world case studies within Virginia’s government. A standout moment was the dynamic innovation session at the Shift Retail Lab at VCU’s DaVinci Center.

Project teams addressed key agency strategic opportunities aligned with the Governor’s key priorities using content learned in the CLA. Strategic opportunity projects were driven by agency leadership sponsors and included strategies for expanding the outreach and impact of the Virginia Veterans Network, accelerating career opportunities and meeting talent needs in state government through apprenticeships targeted to high school career and technical programs and development of robust onboarding efforts, development of a statewide leadership council and communities of practice to drive organizational efficiencies and collaboration across state agencies, and expanding Virginia’s Finest and Virginia Grown Programs as incubators for small business growth.

Congratulations, to all graduates for their dedication and impact! For more information about the CLA, reach out to the [Workforce Development mailbox](#).