



# THE STATE OF GEORGIA

## EXECUTIVE ORDER

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BY THE GOVERNOR:

**WHEREAS:** A healthy, growing, educated, safe, and best managed state will be achieved to the fullest extent when leaders at all levels of state government demonstrate behaviors and decisions that are principle-centered, customer-focused, and results-driven;

**WHEREAS:** Capable leaders, a consistent vision, and deliberate succession planning are proven methods of increasing and sustaining performance, retaining valuable employees, and improving job satisfaction;

**WHEREAS:** Approximately 21% of managers in state government are within five years of retirement;

**WHEREAS:** The responsibility for developing leaders throughout state government is shared by the heads of the various entities of state government and the Governor as Chief Executive Officer of the State;

**WHEREAS:** The Commission for A New Georgia has made certain recommendations regarding leadership development in state government to better coordinate and improve current efforts and programs;

**WHEREAS:** Georgia's General Assembly, through the passage of House Bill 84 and House Bill 85, has given its approval for funding of a leadership initiative within state government;

**NOW, THEREFORE, PURSUANT TO THE AUTHORITY VESTED IN ME AS GOVERNOR OF THE STATE OF GEORGIA, IT IS HEREBY:**

**ORDERED:** That the Georgia Merit System initiate and manage a leadership development initiative known as the Georgia Leadership Institute

in support of and in conjunction with the efforts of the various state entities to develop leaders at all levels of state government. Among other purposes, the Georgia Leadership Institute will help ensure emerging leaders are identified and developed, experienced leaders are supported in the development of successful teams, and all leaders understand and demonstrate behaviors and decisions that are principle-centered, customer-focused, results-driven, and otherwise supportive of and consistent with the policy goals of this state.

**IT IS FURTHER**

**ORDERED:** That there is hereby created a Leadership Development Advisory Council which is charged with providing advice and counsel regarding the objectives, policies, and design of the Georgia Leadership Institute and to promote continuous program improvement, proper linkages with agency operations, and appropriate input and feedback mechanisms for Institute participants.

**IT IS FURTHER**

**ORDERED:** That the Leadership Development Advisory Council shall include the following persons:

The Chief Operating Officer of the State of Georgia;

The Chief Financial Officer of the State of Georgia;

The Commission for a New Georgia Director of Implementation;

The Commissioner of the Georgia Merit System;

Four state agency heads appointed by the Governor; and

Leadership experts and practitioners in the private sector appointed by the Governor.

**IT IS FURTHER**

**ORDERED:** The advisory council members shall receive no compensation for their services, but may be reimbursed for travel and other expenses incurred while in the performance of their duties, consistent with state law and policies.

**IT IS FURTHER**

**ORDERED:** That the Chief Operating Officer shall serve as Chairman of the Advisory Council.

**IT IS FURTHER**

**ORDERED:** That the Georgia Merit System shall provide administrative and fiscal support for the Advisory Council.

This 16<sup>th</sup> day of August, 2005.

  
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GOVERNOR