



management talent
exchange program

FOR PROSPECTIVE
PARTICIPATING
AGENCIES

Building Leaders. Building Organizational Capacity.

The purpose of the Management Talent Exchange Program (MTEP) is to give small and medium sized local government agencies employee exchange opportunities so that participants can develop new experiences, competencies and relationships. The program is designed specifically to address the problem of preparing the next generation of senior managers in public agencies. It's an excellent opportunity for employees to gain essential skills for maximum career potential.

Sponsored by the City Managers Associations of Santa Clara and San Mateo counties, MTEP provides a creative opportunity for agencies to build capacity and develop a generation of talented, prepared leaders.



Getting Involved in MTEP

There are two ways your agency can take part in MTEP.

1. Identify star performers in your organization who have the potential to enter or advance in senior management to participate in the program and/or
2. Host an MTEP participant. Submit a host application form by the deadline to be considered.

Reasons to host a MTEP participant (1) get to those projects you can't get to (2) get an outside perspective on your work (3) share your organization's story (4) be recognized as an agency that values leadership and development opportunities

Reasons to send a MTEP participant (1) as a succession planning initiative (2) to provide staff with development opportunities via the exchange and backfills (3) promote employee engagement (4) be recognized as an agency that values leadership and development opportunities



2019 Timeline

Application Period: April 1, 2019 - May 3, 2019

Application Screening: Week of May 6th

Interviews: Week of May 20th

Notification of Placements: June 2019

Kick-off Meeting: August 2019

Exchange: September 2 - December 6, 2019

MTEP Graduation: December 19, 2019

MTEP 2019

Previous exchange projects include: quality of life assessments, bond measures, fleet management, climate action plans, workforce planning, social media outreach and marketing plan implementation, development of safety and wellness program, designing employee engagement program and onboarding procedures, and operational/programmatic polices and procedure recommendations

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