

2025
prospective
agencies

management talent exchange program

Why MTEP?

Participants passing the application process will be placed in a host agency for three months with special projects to complete, giving small and medium sized local government agencies the opportunity to build capacity and develop a generation of talented, prepared leaders. The program is designed specifically to prepare the next generation of senior managers in public agencies and is an excellent opportunity for employees to gain essential skills for maximum career potential.

Send a participant

Identify star performers in your organization who have the potential to enter or advance in senior management and recommend them to the program.

Why send a participant? 1) As a succession planning initiative. 2) Provide your staff with development opportunities via backfilling for the three-month vacancy. 3) Promote employee engagement. 4) Be recognized as an agency that values leadership and development opportunities.

Home agency commitment: \$1,000 fee, submit recommendation form, attend November MTEP graduation


Host a participant


Host an MTEP participant by submitting an application after identifying potential projects for the exchange participant to complete.


Why host? 1) Get those critical projects completed. 2) Get an outside perspective on your work. 3) Foster regional talent. 4) Be recognized as an agency that values leadership and development opportunities.


Host agency commitment: \$1,000 fee, submit a brief online assignment description by May 19, attend kick-off meeting, prepare for arrival of MTEP participant, coach participant, attend program graduation

2025 Timeline

 Application period:
April 1, - May, 19

 Notification of Placements:
June

 Kick-off Meeting:
August 21

 Exchange:
September 1 - November 28

 MTEP Graduation:
November 28

There are two ways to get involved as a government agency--send a star performer or host one! If you both send and host a participant, the fee is waived.

Building Leaders.

Building Organizational Capacity.

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Sponsored by the City Manager Associations of Santa Clara and San Mateo Counties