



Tier 2 - Individual Contributor & PACE Classes	
Brave Conversations: Communicating Through Conflict <i>Weds, Nov 12 (10a-12p) Virtual</i>	COUNTY WATER HSD
Time Mastery: Managing Multiple Demands & Priorities <i>Tues, Nov 18 (8:30a-12:30p) In-Person</i>	COUNTY WATER HSD

Check out the [PACE PROGRAM](#) for Individual Contributors!

Tier 3 - Emerging Leader & LEAP Classes	
Presentation Skills Training <i>Thur, Oct 30 (9a-4p) In-Person</i>	COUNTY WATER HSD
Organizational Belonging: Building a Culture of Trust <i>Tues, Nov 4 (10a-12p) Virtual</i>	COUNTY WATER HSD
Recruit. Select. Hire! <i>Wed, Nov 5 (1p-4:30p) In-Person</i>	COUNTY WATER HSD
Training for Conflict Resolution <i>Weds, Nov 12 (1p-3p) Virtual</i>	COUNTY WATER HSD
Coaching and Mentoring <i>Weds, Nov 19 (1p-5p) In-Person</i>	COUNTY WATER HSD

Check out the [LEAP PROGRAM](#) for Emerging Leaders!

Other County Department Classes	
HRD: Recruitment	
Recruit. Select. Hire! <i>Wed, Nov 5 (1p-4:30p) In-Person</i>	COUNTY WATER HSD
HRD: Safety Unit	
Ergonomics 101 <i>Thur, Nov 20 (1:30p-2:30p) Virtual</i>	COUNTY WATER HSD
ISD: Information Systems Department	
ADA Document Remediation: Complex Tables <i>Thur, Nov 6 (11a-12p) Virtual</i>	COUNTY WATER HSD
ADA Document Remediation Open Hours <i>Fri, Oct 31, Nov 14 (10a-12p) Virtual</i>	COUNTY WATER HSD
LCW: Liebert Cassidy Whitmore <i>**Audience: Supervisors and Managers**</i>	
Maximizing Performance Through Documentation, Evaluation, and Corrective Action <i>Thur, Nov 6 (9a-12p) Virtual</i>	COUNTY WATER HSD
OOE: Office of Equity	
Racial Equity Analysis (REA): Drop-In Hours <i>Wed, Oct 29 (3p-4:30p) Virtual</i>	COUNTY WATER HSD
Racial Equity Analysis Training <i>Wed, Nov 5 (2p-3p) Virtual</i>	COUNTY WATER HSD
Racial Equity Foundations (All Staff) <i>Wed, Nov 19 (9a-3p) In-Person</i>	COUNTY WATER HSD
SCERA: Sonoma County Employees' Retirement Association <small>If you have not enrolled on MySCERA portal, email SCERA to request your enrollment code.</small>	
Path to Retirement <i>Tues, Nov 4 (12p-1p) & Thur, Nov 13 (10a-11a) In-Person</i>	MySCERA
Planning to Retire <i>Thur, Nov 6 (2p-4p) In-Person</i>	MySCERA

HRD Employee Engagement Trainings	COUNTY WATER HSD
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