

Project Criteria & Examples

The following suggestions are provided to identify appropriate projects for the LEAD Program. Projects that are flexible or offer alternative methods and approaches are particularly valuable for this program. If you have other ideas, please present them using the LEAD Project Form and submit them to Gene Pressoir, Pinellas County Human Resources: gpressoir@pinellascounty.org

Project Criteria

- Presents a real opportunity to add value to the organization, addresses persistent managerial issues or creates a new business development activity
- Aligns to higher level strategic organizational objectives and initiatives
- Includes clearly articulated requirements and specifications
- Handles tasks for which it is difficult to find adequate resources
- Offers mid to upper level management work
- Supports the development of individual competencies and organizational effectiveness
- Allows substantial time for completion (9, 12, 18 or 24 months long)
Note: LEAD participants may complete several projects during the 24 month period
- Includes a sponsor to monitor project development

Examples of LEAD Projects

- Development and introduction of a new service
- Research and planning for implementation of a key initiative
- Cross-functional initiative
- Certification of the organization (e.g. ISO 9001)
- Organization of a professional seminar
- Development of a strategic plan
- Review products and services for quality
- Create a marketing plan for a major capital campaign
- Create and conduct an employee or customer satisfaction survey
- Identify ways to better serve our residents
- Enhance cross-functional collaboration within Pinellas County or with other governmental agencies
- Leverage technology to serve the County or residents more effectively