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DATE: July 1, 2026

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Launch of the CPTP Leadership Journey

State Civil Service's Comprehensive Public Training Program (CPTP) is excited to announce the launch of the [Leadership Journey](#) on July 1, 2026. The Leadership Journey is a complete reimagining of our mandatory supervisory program that prepares new classified supervisors with the knowledge, competencies, and experiences they need to succeed in Louisiana state government.

Drawing on research-based leadership practices and lessons from leading public and private sector development programs, the Leadership Journey guides new supervisors toward management competence and long-term leadership growth. The program consists of three components:

- **Managing Performance** – equips learners with the skills and knowledge they need to manage the performance of their subordinates, including managing leave and attendance, CPM planning and evaluation, leading in a civil service system, and managing everyday performance issues.
- **Becoming a Leader** – develops the interpersonal and leadership capabilities supervisors need throughout their careers, including emotional intelligence, trust-building, strategic delegation, and navigating difficult conversations.
- **Learning Paths** – allows supervisors to personalize part of their development by selecting the learning path most relevant to their leadership challenges. Leadership Journey launches with eleven learning paths (with a twelfth scheduled later this year) covering topics such as Change Management, Leading High Turnover Positions, Skills-Based Hiring, and more.

Detailed information about the program, including course lists, timelines, and learning paths, can be found here: <https://civilservice.louisiana.gov/Divisions/Training/LeadershipSuite.aspx>

The Leadership Journey is established pursuant to State Civil Service Rule 25.2, which authorizes the Director of State Civil Service to prescribe training requirements for classified employees. In accordance with that authority, the Leadership Journey is the required supervisory training program for the following employees:

- All Classified Group 1 and Group 2 Supervisors hired or promoted on 7/1/2026 and later
- All Classified Group 1 and Group 2 Supervisors who have not completed their mandatory training as of 6/30/2026. These supervisors will be automatically enrolled in the Leadership Journey.

The Leadership Journey represents State Civil Service's continued investment in developing confident, capable supervisors who can lead high-performing teams and deliver exceptional public service. It joins the Leadership Academy in a growing portfolio of leadership development offerings. We look forward to partnering with agencies as they begin this new chapter in leadership development.

If you have questions about either program, please contact Dr. Dana LeBherz at dana.lebherz@civilservice.la.gov.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director