

Leadership

TEXAS ASSOCIATION of COUNTIES

Reflect | Grow | Transform



Application 2025-2026 Class

ABOUT LEADERSHIP 254

Leadership 254 is an introspective and transformational leadership program developed for Texas county officials by Texas county officials and the Texas Association of Counties (TAC).

Leadership 254 is designed to advance the skills of county officials to enable them to meet the unique challenges of their duties and to enhance their leadership skills and style. Participants learn to overcome their limitations to redefine the possibilities they set for themselves, their courthouse, their county official association and their county constituents. These challenge, stretch and – most importantly – transform participants into leaders who positively affect their counties and Texas.

PARTICIPATION REQUIREMENTS

Currently hold the position of an elected or appointed Texas county government official.

WHO SHOULD ATTEND

Leadership 254 is an executive leadership program for county officials who want to develop a new way of thinking about leadership. The small class size creates an environment that encourages open communication and strong connections. TAC aims to include two representatives from every county office in each class.

PROGRAM DATES AND LOCATIONS

Participants complete **four modules** over the course of **14 months** between election cycles. Each module is unique and significant in the participant's process to self-reflect, grow and transform.

The estimated time commitment for each module ranges from two to three days, with a total class time of 11 days for the program (not including travel time). Participants will also complete pre-module and post-module assignments throughout the program, individually, in teams and with an accountability partner.

Leadership 254 is a continuous program where students are required to attend and complete all four modules in sequence. **It is important that participants plan to arrive at the start time of each module and stay through its conclusion.**

Module 1: Exploring New Dimensions of Self and your Relationship with Others

Feb. 18-21, 2025 | Wildcatter Ranch, Graham TX

Module 2: Ethics and Integrity: Being Accountable for All Decisions

May 20-23, 2025 | Cavalry Court, College Station TX

Module 3: Leading Others: Your Team, Peers, Constituents

Oct. 21- 24, 2025 | Lone Star Court, Austin TX

Module 4: Transformational Leadership and You

April 21-24, 2026 | Rough Creek Lodge, Glen Rose TX

ASSIGNMENTS AND EXPECTATIONS

Leadership 254 challenges, stretches and most importantly, transforms participants into leaders who can positively affect their counties and Texas. Participants can expect to engage in the rudiments of self-examination to develop the personal awareness and growth needed to be an effective leader.

Participants will take part in mental and physical challenges by means of experiential exercises and activities. Some participants may find these exercises challenging, but accommodation can be made for participants to meet the objectives of each module. If you require special accommodations, please contact [Haley Click](#) at (800) 456-5974.

Participants will complete pre-module and post-module assignments throughout the program, individually, in teams and with an accountability partner.

APPLICATION AND TAC SCHOLARSHIP

County officials must apply between **June 7 and Sept. 6, 2024**, to be considered for participation in the Leadership 2025-2026 class. The Texas Association of Counties (TAC) will provide scholarships to those selected to attend. The scholarship covers Leadership 254 course materials, assessments, food, and lodging. **Travel expenses are not included and are the responsibility of each participant.**

There are two ways to submit an application:

1. **Complete and submit online.** Please note: The application can take up to 30 minutes to complete and the content entered cannot be saved during completion of the form.
2. **Download and complete form.** Email to Haley Click or mail to Texas Association of Counties, Haley Click/Leadership 254, 1210 San Antonio Street, Austin, TX 78701.

Submit your application with a current, professional portrait before **Sept. 6, 2024**, to be considered as a participant in the **2025-2026 class**. The photo should be a head shot that was taken in a business setting with a solid color backdrop. (No selfies, please.)

REVIEW PROCESS AND NOTIFICATION OF PARTICIPATION

All applications will be reviewed by the TAC Leadership Development Committee, which is made up of county officials representing each county official association from across the state. Applicants will be notified of their admissions status before **Nov. 29, 2024**.

CANCELLATION POLICY

Leadership 254 is designed for a limited group of participants. If a participant must cancel after being selected, they should submit their cancellation in writing to [Haley Click](#) before **Jan. 1, 2025**. The TAC Leadership Development Committee will select a replacement who will be notified before the start of Module 1.

QUESTIONS or SPECIAL SERVICES?

Please contact Director of Education and Member Services, [Haley Click](#) at (800) 456-5974.

Applicant Personal Information

Last Name:

First Name:

County E-mail Address:

Phone #:

Cell Phone #:

Applicant County Office Information

County where you are in office:

County office held:

Year elected/appointed into office:

Are you in a rural or urban county?

Estimated population:

County Mailing Address:

City:

State:

ZIP:

Educational Background

Name of high school you graduated

City and State of high school

Name of college(s)/university attended/attending, and Degrees received:

Professional Certifications, Awards, or Designations

Work Experience

(List from current to later)

Employer:

Job Title:

Dates employed:

Brief description of your role/
duties/responsibilities:

Employer:

Job Title:

Dates employed:

Brief description of your role/
duties/responsibilities:

Employer:

Job Title:

Dates employed:

Brief description of your role/
duties/responsibilities:

Employer:

Job Title:

Dates employed:

Brief description of your role/
duties/responsibilities:

Professional, Academic, Business Affiliations

Please list professional, county-related, or academic associations you belong to and dates of membership. If you are active in your county association, please provide positions held in your association and details of your work. (Ex: committees, legislative, etc.)

Community and Charitable Activities

Please list your contribution of time and effort for civic or charitable causes within your community (include dates, organizations, and volunteer work):

Views on Leadership

Briefly share why you want to be a part of Leadership 254. How would it contribute to your effectiveness as a county official?

How would you currently define leadership? What are the traits you consider essential in effective leaders?

Describe a leadership challenge you've had to face and identify the leadership traits that helped you overcome that challenge. (Omit any identifying information such as names of individuals involved.)

What are your leadership aspirations? Where do you see yourself in 5-10 years?

WHAT DO YOU WANT PEOPLE TO KNOW ABOUT YOU?

In 350 words, tell us about yourself and what makes you unique. You can include personal interests and information, history, achievements, influences, activities, and experiences.

Agreement and Acknowledgement

By signing this application, you are stating:

"I acknowledge the contents of this application are true to the best of my knowledge. I agree to comply with the program policies, and I understand the expectations and requirements. I am aware that some experiential activities are physically and mentally demanding and I agree to inform TAC staff if special accommodation or needs to participate. I agree to engage in the program and activities and devote the allotted time to complete all four modules in sequence."

Electronic Signature: By checking this box, I agree to the terms and conditions specified above.

Signature of Applicant:

Date:

Please return the application on or before **September 6, 2024**.

PHOTO GUIDELINES

Submit a current, professionally taken portrait. This photo could be published on the TAC website and/or other TAC publications. Below are photo guidelines and tips to help you submit the perfect photo. **(No selfies, please.)**

- ✓ The photo should be a head shot that was taken in a business setting with a solid color backdrop.
- ✓ Photo should be high resolution (print quality) at 300 DPI (dots per inch) in JPEG and TIF formats.
- ✓ Photo submissions must be electronic files.
- ✓ If you are scanning a photo, please scan using the highest settings.

For TAC Use Only

Date application received:

Did the applicant meet all requirements?

Yes No