



PROCLAMATION

Recognizing the Raising the L.I.D. Leadership Program

WHEREAS, the City of Republic recognizes that strong, thoughtful leadership is essential to providing excellent public service, strengthening the organization, and sustaining a positive culture for employees and the community; and

WHEREAS, City leadership created the Raising the L.I.D. program to cultivate leadership capacity throughout the organization through intentional learning, meaningful dialogue, practical experience, and collaboration across departments; and

WHEREAS, the 11 successful participants, selected through a competitive process and representing a variety of City departments and leadership experience levels, committed to meeting every Wednesday morning from the beginning of May through the end of September to expand their knowledge, skills, confidence, and readiness to lead; and

WHEREAS, the program incorporated the principles of John C. Maxwell's *The 21 Irrefutable Laws of Leadership* and explored additional topics important to effective municipal leadership, including the City's stated Mission, Vision, and Values, the Trust Edge, organizational culture, conflict resolution, administrative fundamentals, mental health, team confidence, technology, risk tolerance, and external engagement; and

WHEREAS, learning was enriched by presentations and discussions led by the program's hosts, participants, and multiple City leaders, who generously shared their knowledge, experiences, and insight; and

WHEREAS, each participant broadened their understanding of City operations by job shadowing a City leader and attending at least one City Council meeting, connecting leadership principles with the responsibilities of municipal service; and

NOW, THEREFORE, I, Eric Franklin, Mayor of the City of Republic, Missouri, do hereby recognize and commend the Raising the L.I.D. leadership program, its 11 successful participants, its hosts, and the City leaders who contributed their time and expertise. I further congratulate the participants for their dedication to professional growth and encourage them to apply the lessons, relationships, and experiences gained through this program in continued service to their colleagues and the citizens of Republic.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seal of the City of Republic, this 6th day of October 2026.

Eric Franklin, Mayor