

# TEXAS ASSOCIATION OF COUNTIES LEADERSHIP PROGRAM

## *Certificate of Completion*

*Presented to*

*Steph Baca*

*This document verifies attendance and participation  
in the 2013 Mid-Management Leadership Class*

*Leadership: When to Manage; When to Lead*

*Bolstering Communication Skills*

*Building the Higher Performing Work Team*

*Personality Types, Diversity, and Productivity*

*Meeting Management*

*Managing the Human Dynamics of Change*

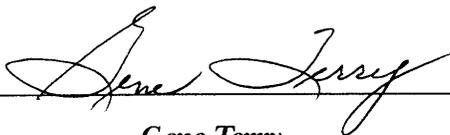
*The Do's and Don'ts of Talent Management*

*Powerful and Persuasive Written Communication*

*Managing for Excellence*

*Character-Driven Success*

*Issued by the Texas Association of Counties  
Leadership Program the second day of August, 2013*



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