

# Statewide Leadership Model & 80 Hour Supervisory Training

Our journey and our destination!



# Welcome and Introductions

## Facilitator

- Kathleen Webb – Assistant Secretary, GovOps Agency

## Panelist

- Nathaniel Mitchell – Special Projects Manager, Administration and Financial Services, CA Health and Human Services Agency
- Sharon Louie – Assistant Division Chief, CalPERS Talent Management
- Bailey O'Donnell – Global Program Manager, People Analytics, Google
- Guy Burghgraef – Statewide Training Coordinator, CalHR

# Project GO

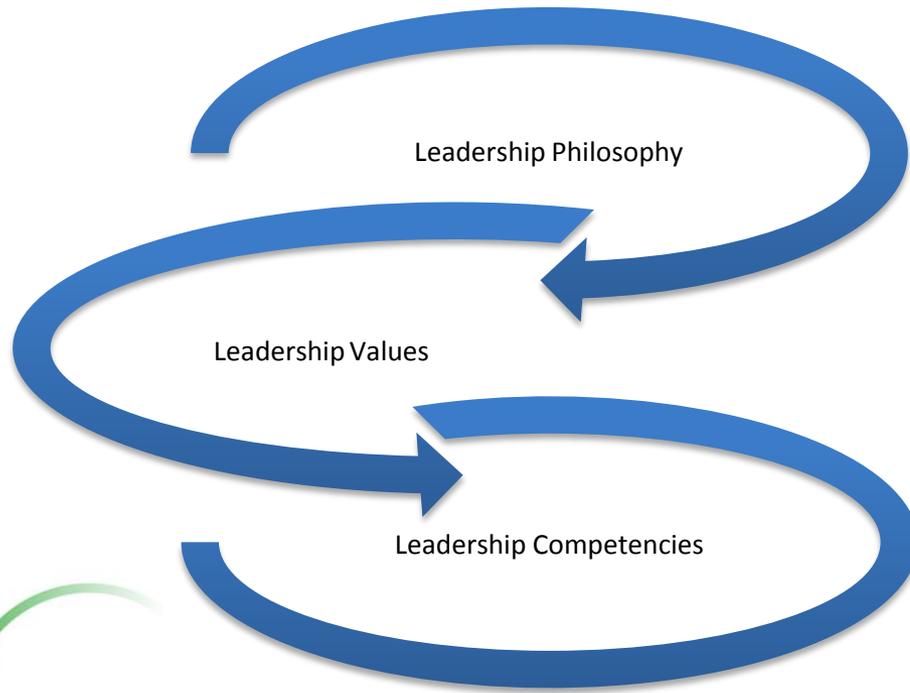
Origin - How can we improve our training and development programs to better prepare our supervisors and managers?

Purpose - Develop and implement a multi-level training program that aligns with a statewide leadership model.

Objectives -

1. Develop a leadership philosophy, values and competency model *to select, develop, and promote great leaders.*
2. Refresh the 80-hour supervisory training.
3. Develop and implement a multi-level leadership training program.
4. *Reinforce leadership philosophy and values continually and through different modalities so it is integrated into the State's cultural DNA.*

# Statewide Leadership Model



- Philosophy provides a reflection of how we see ourselves.
- Values are the guiding principles and inform the competencies.
- Competencies are activated through training, development and practice.

**Developing Others** - As demonstrated by a commitment to coach, guide, train, instruct and develop team members. Empowering others through a sense of shared ownership and decision-making. Supporting work-life balance and employee well-being.

# Statewide Leadership Philosophy

Our leaders develop and inspire our workforce to deliver great results for Californians.



**Effective Communication** - As demonstrated by strong writing, verbal and listening skills to create an open and transparent environment for the exchange of information.

## Statewide Leadership Values

### *Values -*

- *Serve as guiding principles*
- *Possess the power to energize and motivate*
- *Guide individuals and teams to do the right things and achieve great results*

- Achieving Results
- Building Collaborative Relationships
- Developing Others
- Effective Communication
- Fostering a Team Environment
- Good Governance
- Inspirational Engagement
- Organizational Change
- Personal Credibility



**Fostering a Team Environment** - As demonstrated through the support and recognition of team members both professionally and personally; team-oriented.

# The Journey to get to the Leadership Philosophy and Values

- Who did we partner with?
- *How will the leadership philosophy and values be integrated across the State's culture?*

# Leadership Philosophy and Values - Past, Present, and Future

- Development process
- Continued relevance
- Measuring success
- Training
- Next steps



***Inspirational Engagement** - As demonstrated by an ability to motivate loyalty to a mission or plan. Challenges individuals professionally and personally to achieve goals. Connects employees to the work. Celebrates success.*

# Questions and Answers



**Organizational Change** - *As demonstrated by a commitment to drive continuous improvement for better results.*

# Recap

- Project Go developed the leadership values and philosophy collaboratively with the intention of inspiring, guiding and developing great leaders.
- The leadership philosophy and values will be integrated into multiple aspects of HR and will be continually evaluated to ensure relevance.
- All leaders in state civil service will be accountable to model the philosophy and values.

# Thank you

Please contact CalHR's Leadership Development Program Coordinator April Nielsen at 916-324-3860 or [April.Nielsen@calhr.ca.gov](mailto:April.Nielsen@calhr.ca.gov) if you have any questions.

