



Santa Clara County  Office of Education

Success Starts with Strengths

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Champions for Leadership
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Professional Development Goals

- Learn about Santa Clara COE
- Meet other colleagues interested in developing their leadership skills



Project Goals

- Identify the impact of investing in employees based on their strengths rather than the traditional approach focusing on weaknesses
- Explore opportunities to leverage a strengths-based approach to build and enhance culture at SCCOE



Dig in to the Data!



SCCOE Training Needs

- Non-Leadership—Building Trust, **Creating a positive work environment**, conflict resolution
- Leadership—**Creating a positive work environment**, Critical thinking & problem solving, Addressing accountability

-SCCOE Training Needs Assessment Report, Talent Management (2016)



SCCOE Employee Satisfaction Survey Data 2016-17

Top 3 themes with lowest weighted average:

- Mistakes: “Employees generally admit to mistakes at the SCCOE (M=3.0)
- Stress: “I feel stressed at work”(M=3.1)
- Pay: “I am satisfied with the pay I receive for the work I do” (M=3.2)

Success Starts With Strengths

According to Gallup (2016), data collected around employee engagement in the United States indicates:

32% of employees are engaged

51% not engaged

17% actively disengaged



Success Starts With Strengths

Engagement increases when managers focus on employees' strengths



My supervisor focuses on my strengths or positive characteristics



My supervisor focuses on my weaknesses or negative characteristics



Ignored

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Strengths-Based Approach



Wins



Successes!

- 146 Staff have have participated in the 2-day Strengths-Based Institute

I dream that we can actually carry forward all we've learned about ourselves and each other to make our department stronger, more effective, and happier.

11) What is your primary role? (Please choose the one that best fits you)

Frontline staff

Site Coordinator / Site Director

Program Manager / Program Director (oversees multiple sites)

Quality Assurance Coach and/or Trainer

ASES Grant Manager

Other (please specify): _____

12) Other comments

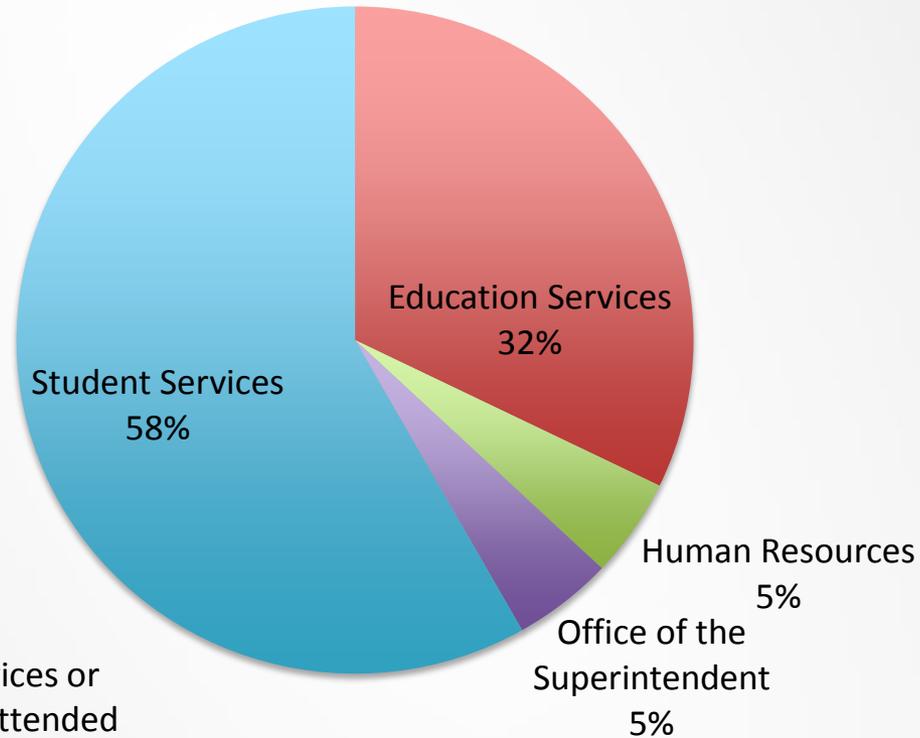
I have worked for SCCOE for 26 years. This, by far, hands down without a doubt the most valuable inservice I have attended at work. Words cannot express the gratitude for the trainers and to our leadership for making this happen. This inservice is a "game changer" for me and I know for our program.

Thank you for your feedback!



Staff Participation

SCCOE Staff Who've Attended the
Strengths Based Institute



No Staff from Business Services or
Technology Services have attended



Game Plan



Proposed Implementation Plan

- Allocate time / resources for Talent Management Team to become strengths coaches
 - Fiscal Impact: \$11,250 for PD
- Offer new full-time employees Clifton Strengths Finder Assessment 2.0
 - Fiscal Impact: \$10 per code X 1734 = \$17,340



Proposed Implementation Plan

- Embed strengths into HELLO Orientation
- Offer new employees a coaching session
- Offer training for managers & leadership
- Post-coaching, offer opportunity to attend Strengths-Based Institute
 - Fiscal Impact: \$10,000 per training bi-annually



Possible Strategies for Investing in Strengths

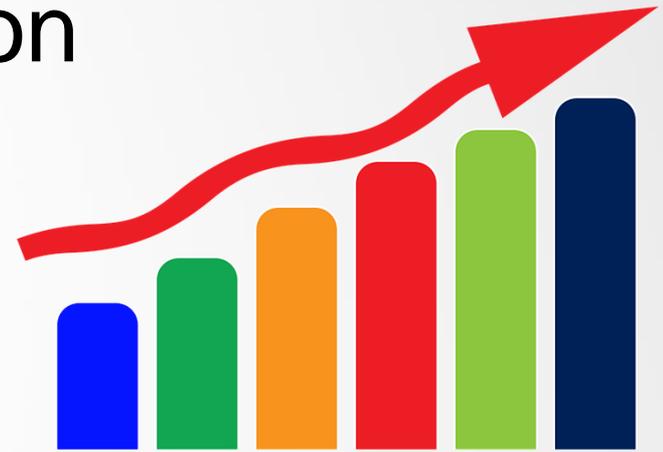
- Allocate dollars from each division to support professional development & coaching
- Designate a portion of total dollars set aside for organization-wide professional development
- Pursue Organizational Effectiveness Grants



Proposed Outcomes

Positively impact:

- Level of Employee Engagement
- Overall Job Satisfaction



CFL Learning Outcomes

- Project Management Challenges
- Navigating the organization
- Increased knowledge of department resources and ideas for potential collaboration





- Talent Management Team:
 - Demerris Brooks, Oscar Uribe, & Michael Vallez
- ASAPconnect Team:
 - Diego Arancibia, Julie Bennett & Judy Trevino
- Mentor: Ken Blackstone

