Success Starts with Strengths
Julie Sesser

Champions for Leadership
June 1, 2017
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

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

- 61% ENGAGED: My supervisor focuses on my strengths or positive characteristics
- 45% ENGAGED: My supervisor focuses on my weaknesses or negative characteristics
- 2% ENGAGED: Ignored

Copyright © 2016 Gallup, Inc. All rights reserved.
Strengths-Based Approach
Successes!

• 146 Staff 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.

1.1) 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

- Student Services: 58%
- Education Services: 32%
- Human Resources: 5%
- Office of the Superintendent: 5%

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