

***Mobility Through
Active Career
Management***



Delilah Gudgell



Santa Clara County  Office of Education

DELILAH J. GUDGELL

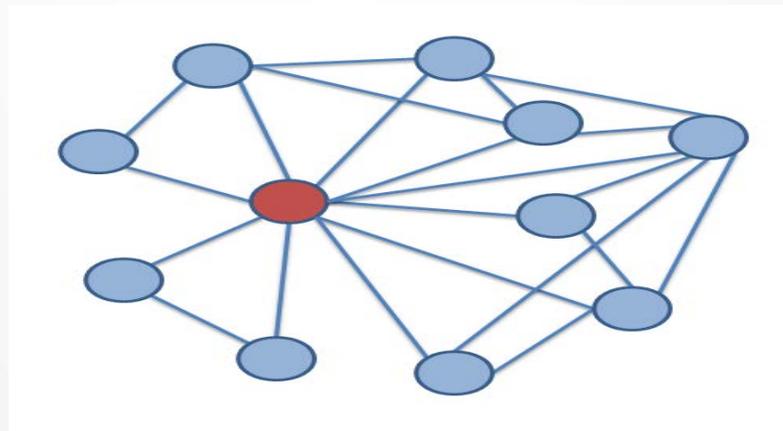
Achiever, Belief, Focus, Maximizer and Responsibility

CAREER MANAGEMENT PROGRAM

Champions for Leadership

May 31st, 2018

MY PROFESSIONAL DEVELOPMENT GOALS



PROPOSAL BASED ON SCCOE'S GOAL #3

Premier Employer



**Professional Growth &
Career Advancement**



CAREER OPPORTUNITIES



“PREMIER EMPLOYER”



PROJECT GOALS

CAREER MANAGEMENT PROGRAM

- ASSIST EMPLOYEES - BETTER IMPROVE THEIR PERFORMANCE
 - CLARIFY AVAILABLE CAREER OPTIONS
 - ALIGN ASPIRATIONS OF EMPLOYEES WITH ORGANIZATIONAL OBJECTIVES
- DEVELOP COMPETENT AND CONFIDENT WORKFORCE



PROCESS INVOLVED

1. SELF ASSESSMENT
2. REALITY CHECK - PERFORMANCE FEEDBACK
3. GOAL SETTING – CAREER PLANNING, PATHING, COUNSELING
4. ACTION PLANNING – TRAINING NEED ANALYSIS; TRAINING AND DEVELOPMENT
5. IDENTIFICATION OF POTENTIAL TALENTS



BENEFITS OF THE PROGRAM

EMPLOYEES

- ✓ Increase employee equity for career growth
- ✓ Enhance motivation and morale
- ✓ Increase job satisfaction
- ✓ Develop creativity and innovativeness



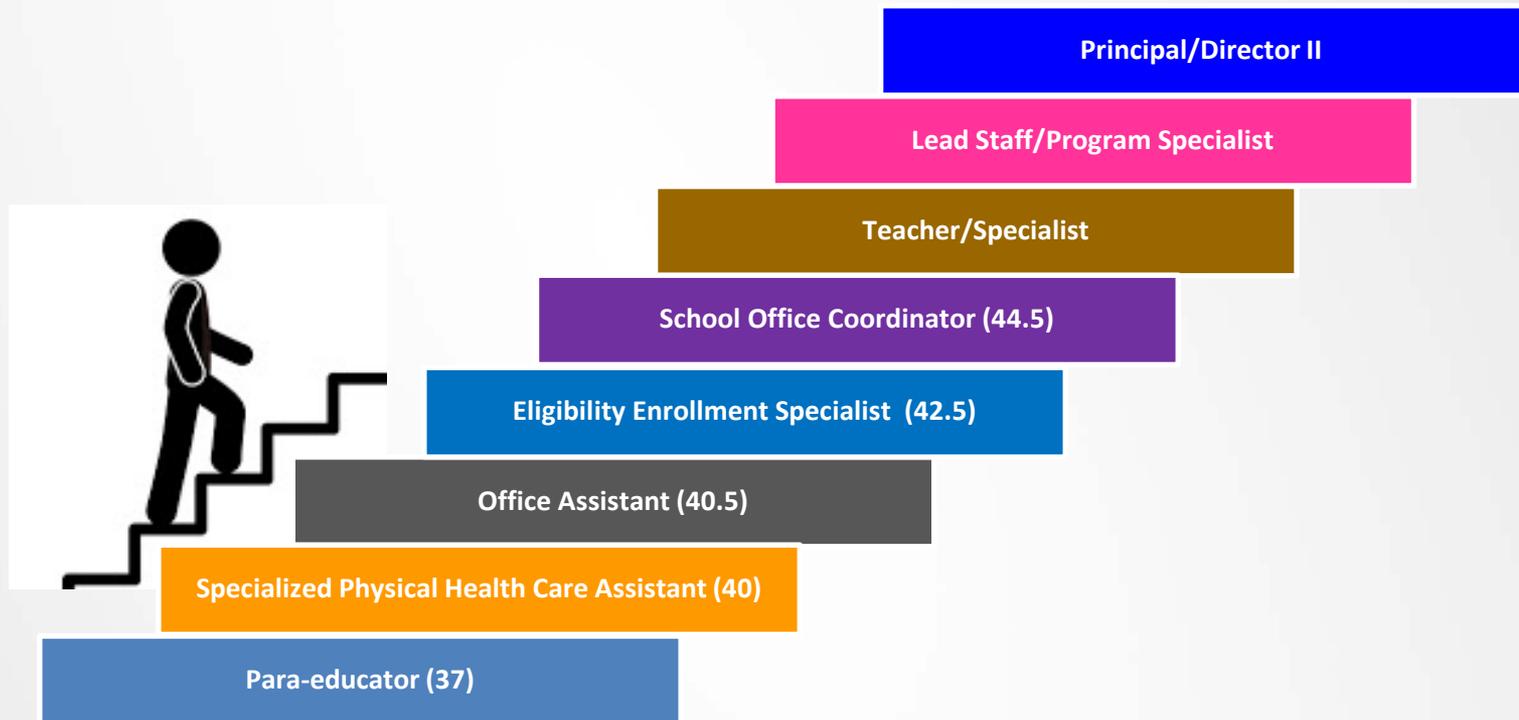
BENEFITS OF THE PROGRAM

SCCOE

- ✓ Improve trust and confidence in the Leadership
- ✓ Increase productivity level
- ✓ Improve organizational effectiveness and efficiency
- ✓ Ensure continuous supply of talent
- ✓ Reduce turn-over rate



Chandler Tripp School HIERARCHY OF POSITIONS



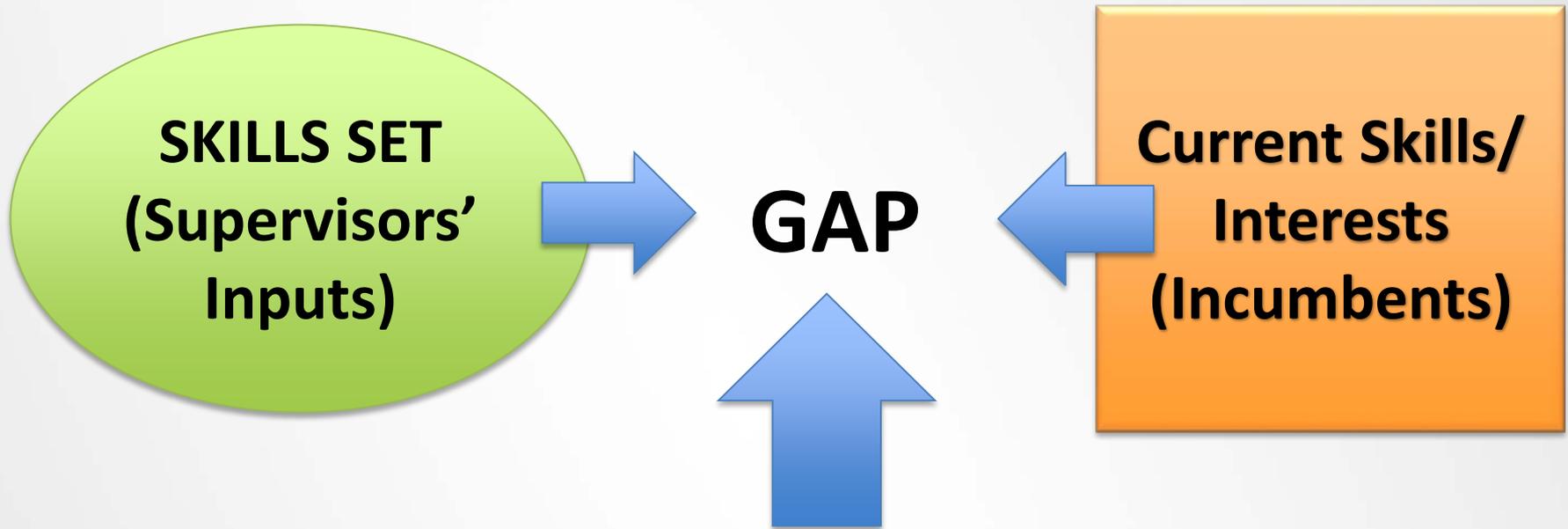
ACCOMPLISHMENTS

PILOT PROJECT – CHANDLER TRIPP CLUSTER (Classified Positions)

Conducted survey to determine gaps
Develop/recommend training programs
to qualified and interested employees (P)
Identify probable talent ready to fill
vacancies (P)



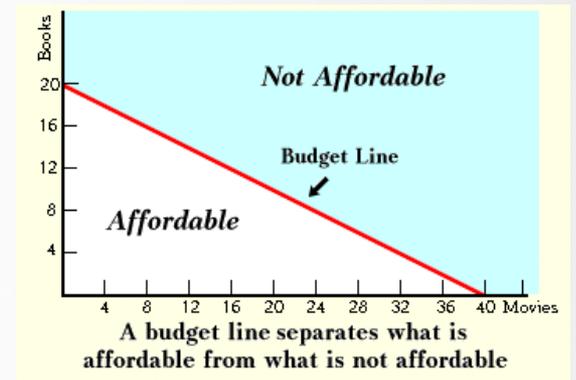
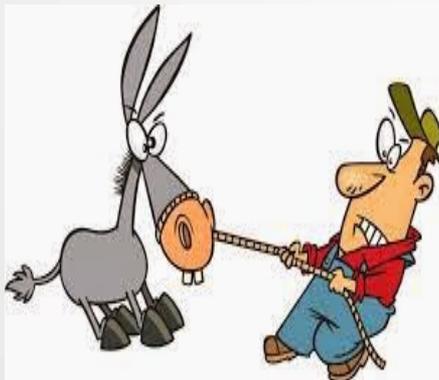
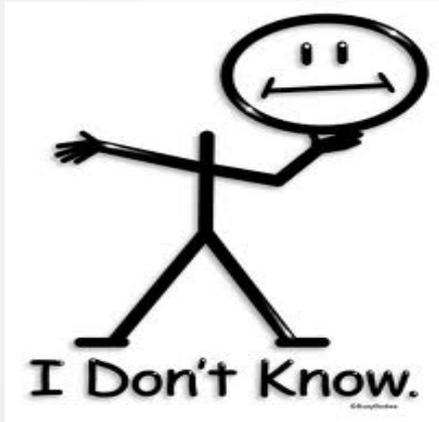
SURVEY RESULTS



**FOCUS OF TRAINING AND DEVELOPMENT
(Who, What, Where, When and How much?)**



ROAD BLOCKS



LESSONS LEARNED

FOCUS ON BASIC NEEDS

- CARING
- COMPASSIONATE
- **TRUST**
- HOPE

APPLY THE BASIC PRINCIPLES OF A LEADER

- TAKE INITIATIVE TO MAKE THINGS BETTER
- LEAD BY EXAMPLE
- THINK BEYOND THE MOMENT



LESSONS LEARNED

CHANGE - PERVASIVE ASPECT OF OUR LIVES

EDUCATE OURSELVES TO MEET THE
CHALLENGES – AVAILABILITY OF RESOURCES

TOP 5 STRENGTHS – HELPING FACTORS

1. ACHIEVER
2. BELIEF
3. FOCUS
4. MAXIMIZE
5. RESPONSIBILITY



FINAL THOUGHT

“LIFE IS MORE MEANINGFUL IF WE CAN BRING OUT THE BEST IN OTHERS FOR WE HAVE GIVEN THEM THE OPPORTUNITY TO PROVE THEIR WORTH AND GROW IN THIS EVER CHANGING ENVIRONMENT.”

- Delilah Gudgell - 2018



THANK YOU!!!

- **Ms. Michelle Oliver**
- **Ms. Karen Casey, CTS Teachers and Classified personnel.**
- **Ms. Demerris Brooks and Staff, specifically Mr. Michael Vallez.**
- **Resource Persons**
- **Ms. Adora Fisher**
- **CFL Classmates**
- **Listeners of this presentation**

