LEADERSHIP VALUES

The Cal-IPGCA Builds a Statewide Framework for Leadership and Innovation:

Creating a common language of leadership and innovation that develops and inspires our workforce to deliver great results for Californians.

- > Via the Cal-IPGCA Learning Management System (LMS), California Statewide Leadership Model serves as a training guide.
- > Leadership Value Goals —
- To create, embed and nurture a statewide leadership culture, the state has created a leadership model that includes a leadership philosophy statement, leadership values and leadership competencies.
- These values and philosophy transcend state service. Collaborate with departments as the model is designed to underpin departments' existing values, not replace them.
- The leadership philosophy and values will be incorporated into recruitment, onboarding, training, and performance management for leaders across state service.

innovation in State service and gave me the space to dream big. I can honestly say that my day-today will never be the

"Participating in the

Cal-IPGCA program

opened my eyes to

the possibilities for

- Rebekah Gibson, Senior Counsel, CALFIRE

same."

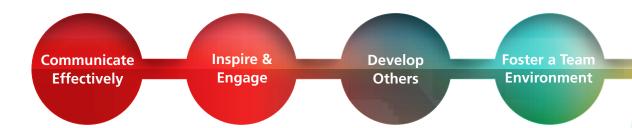
Modules feature state leadership as they articulate a lesson that trainees must then "incubate" as applied outcomes –demonstrated in their personal and professional lives and teamed innovation projects. Individual Innovation Playbooks document results!

EXPERIENTIAL LEARNING: Cal-IPGCA deploys the GovOps-CalHR 9

Leadership Values through work-based LMS Training modules. The 41 5-Minute Training

- Communicate Effectively As demonstrated by strong writing, verbal and listening skills to create an open and transparent environment for the exchange of information.
- Inspire & Engage As demonstrated by an ability to motivate loyalty to a mission or plan; challenge individuals professionally and personally to achieve goals; connect employees to the work; celebrate success.
- **Develop 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 wellbeing.
- Foster a Team Environment As demonstrated through the support and recognition of team members both professionally and personally; team oriented.
- Exhibit Personal Credibility As demonstrated by authenticity, confidence, consistency, courage, decisiveness, generosity, honesty, integrity, judgment and risk awareness.
- **Build Collaborative Relationships** As demonstrated by a broad appreciation for collaboration in public policy engagement and fostering an inclusive environment for consensus-building and decision-making.
- **Improve Our Organization** As demonstrated by a commitment to drive continuous improvement for better results.
- Achieve Results As demonstrated by setting a clear vision to achieve productive results by developing plans to meet targets, leverage staff skills and solve problems.
- Model Good Governance As demonstrated by stewardship for customer service, accountability, transparency, sustainability, policy, compliance and solid political acumen.

Authentic. Fluid. Agile. Scalable.



Collaborative Personal Our Relationships Credibility

Improve Organization

Achieve Results

Model Goo Governance

