

# 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.

*“Participating in the Cal-IPGCA program opened my eyes to the possibilities for innovation in State service and gave me the space to dream big. I can honestly say that my day-to-day will never be the same.”*

– Rebekah Gibson,  
Senior Counsel, CALFIRE

- > 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.

Authentic. Fluid. Agile. Scalable.



**EXPERIENTIAL LEARNING:** Cal-IPGCA deploys the GovOps-CalHR 9 Leadership Values through work-based LMS Training modules. The 41 5-Minute Training 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!

- **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.

