

**Contra Costa County Leadership Academy
Session #5 – Core values & Leadership strengths/talents**



1

Values & Leadership Strengths/Talents

**Contra Costa County
Leadership Academy**

**Session #5
February 8, 2024**

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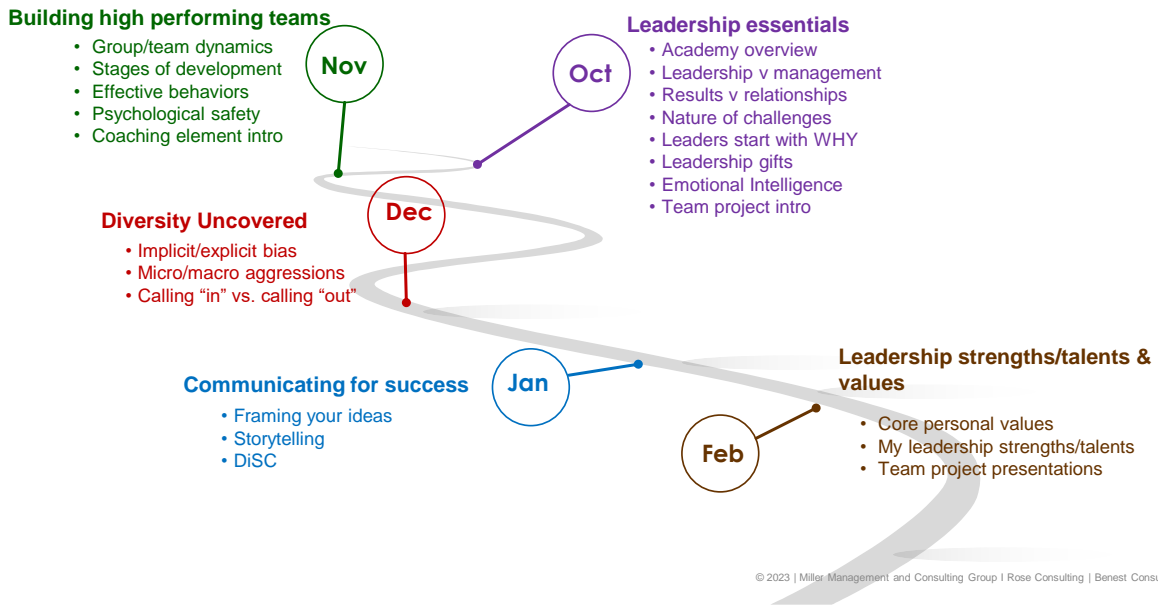
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Session #5 – Core values & Leadership strengths/talents

Our Academy Path



3

Overview of the day

- Teams 2 & 5 presentation
- Debrief coaching conversation #2
- Explore our core values
- Explore our leadership strengths/talents
- How we've used them on our career journey
- Strengths blind spots
- Maximize strengths going forward
- Guest speaker Police Chief Allan Shields, Danville

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Team #2 Project Run Through

- Presentation (20 mins max)
- Content questions (10 mins)
 - All of you
 - Executive sponsor
 - Co-directors
- Presentation suggestions (10 mins)
 - All of you
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 - Co-directors



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Debrief Coaching Conversation #2

Initial Development Conversation

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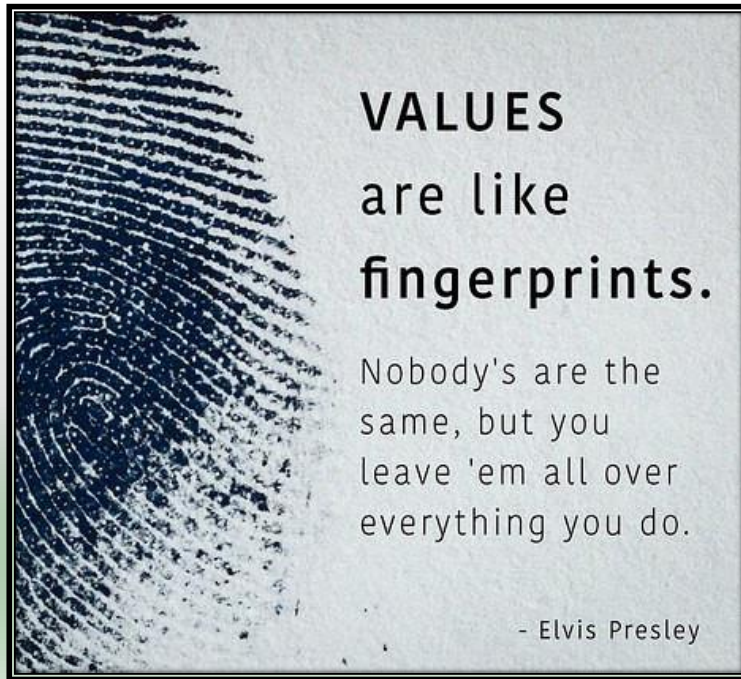
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7

Understanding my personal values



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Makes some notes



How do these values manifest in my life?



In what ways are they important to my work/professional life?

9

Share

- What my top 10 values are and what they mean (as I defined them)
- How they show up in my life and influence my decisions

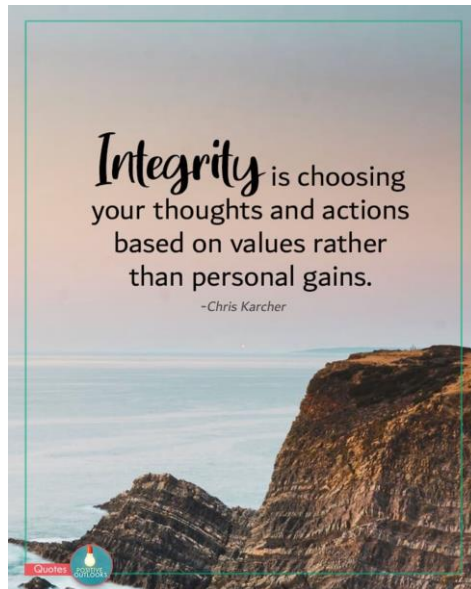


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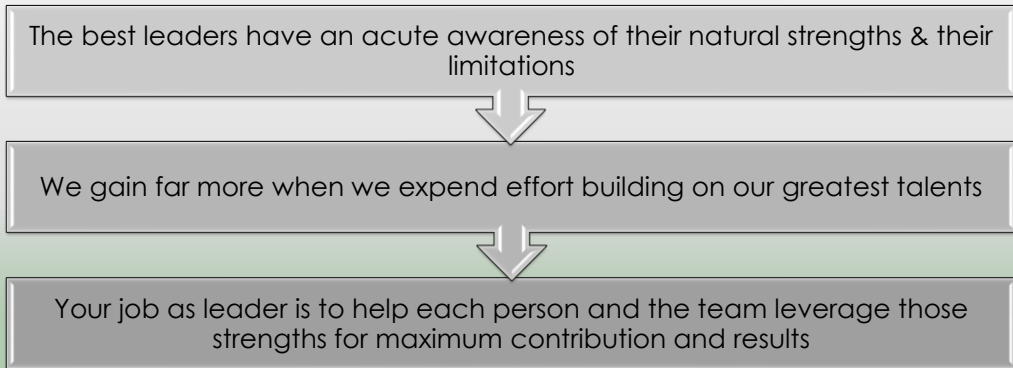
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Premises



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13

Leadership Strengths/Talents

- What would happen if we studied what was **right** with people?
- Strengths are viewed as the result of maximized talents.
- A strength is a mastery created when our most powerful talents are **refined with practice** and **combined with acquired relevant skills and knowledge**.



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14

14

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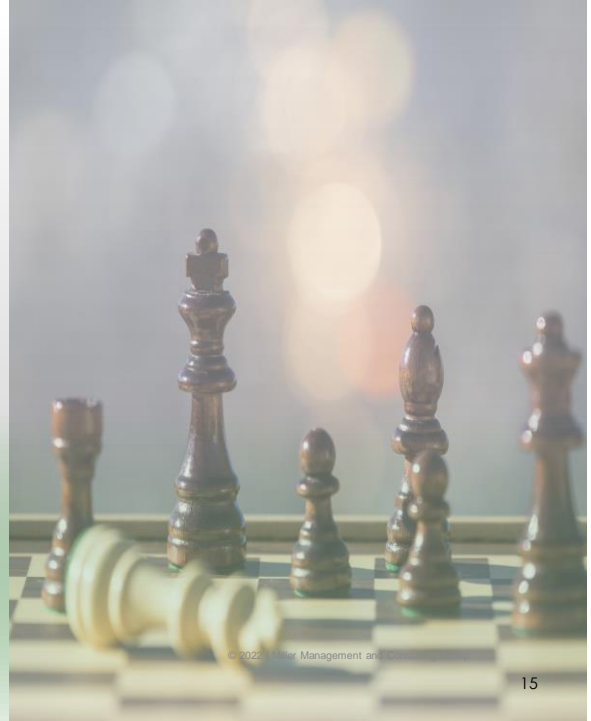
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Clifton's greatest discovery after 30+ years of leadership research...

"A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal.

What great leaders have in common is that each truly knows his or her strengths – and can call on the right strength at the right time.

This explains why there is no definitive list of characteristics that describes all leaders."

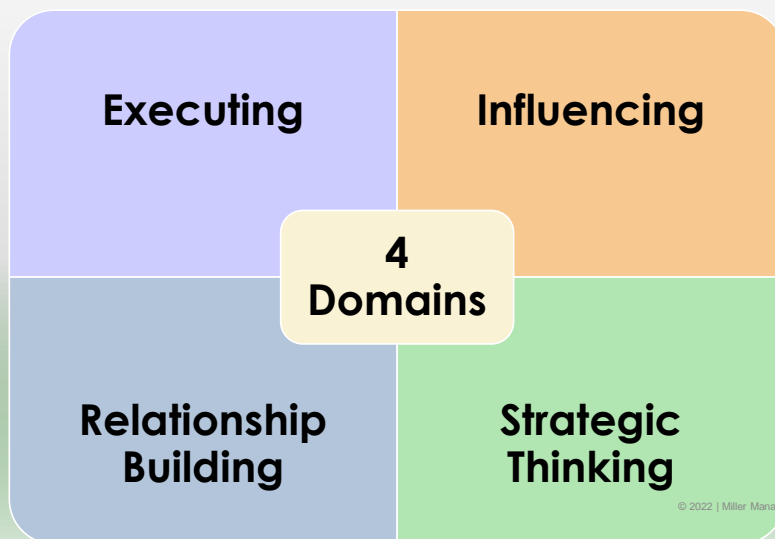


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4 Domains of Leadership Strengths/Talents



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Executing Strengths/Talents

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative



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Influencing Strengths/Talents

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-assurance
- Significance
- Woo



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Relationship Building Strengths/Talents

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator



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Strategic Thinking Strengths/Talents

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic



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20

Chief Allan Shields' Career Journey

- ▶ Listen & take notes
- ▶ Try to discern some key traits, characteristics, pivotal points, highs-lows, and decisions



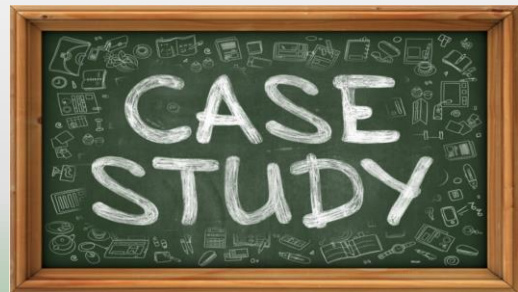
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Chief's Case Study

- ▶ Listen & take notes
- ▶ What went well?
- ▶ What did not go so well?
- ▶ What can we learn for our future practice?



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Lunchtime...let's eat!



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Understanding My Leadership Strengths/Talents

- Reflecting on your own career journey to this point, make some notes about how each of your 5 top strengths/talents manifest at work.
- Make some notes about any connections you see between your core values and your top 5 strengths/talents.

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Share

- Your strengths/talents & the domains
- What resonated with you
- How you are/have used the strengths/talents at work
- Values connections you noted
- DiSC style connections you noted



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My blind spots



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Maximizing My Strengths/Talents



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In reflecting on my leadership strengths, I now know that I...

How I will use that insight going forward is...



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29

29



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- ▶ CliftonStrengths® *Resource Guide for Managers*. (2020). New York, Gallup Inc.
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30

30

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15

Preparing for March

- March 7
- Topics:
 - Talent development & coaching
 - Your career development & competitive advantage
- Teams 1 & 3 presentations
- Elect 2 graduation speakers

Pre-Work

Thank you for today



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33