

# Exploring Values Based Leadership Principles



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# Non-Negotiables

## What are yours?

# Founder Harry Dingle, Jr.

## Harry's Non-Negotiables:

- Friendly Restaurants
- Fastest Service
- Best Flavor
- Creamiest Texture for Milkshakes



# McDingle's Restaurant Group

## Core Values:

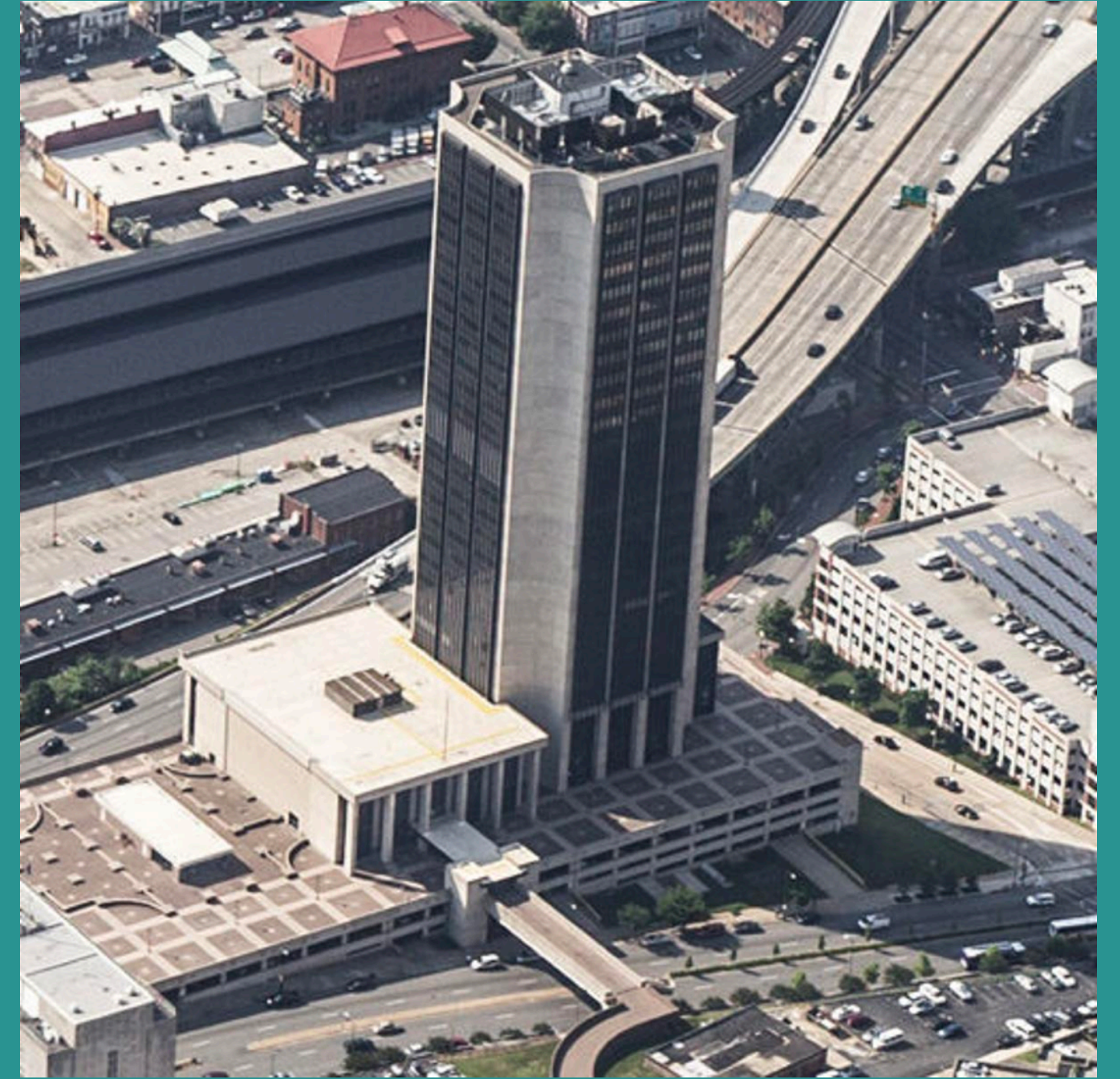
- Flavor
- Excellence
- Service
- Speed



# Virginia Department of Education

## Core Values:

- Excellence
- Optimism
- Inclusion
- Service



VIRGINIA  
IS FOR  
LEARNERS

# Our Dearest Values are Non-Negotiable

## Core Values:

- Flavor
- Excellence
- Service
- Speed

## Harry's Non-Negotiables:

- Friendly Restaurants
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Highly successful organizations hold their employees accountable to their core values.

Customers who interface with McDingle's will be able to identify these values through their interactions with staff when visiting the restaurants.

# Your Core Values

Your values are reflective of your beliefs about the world, yourself, and those around you.

Your core values influence your decision making—especially in times of stress or when quick action is required.

# Climate

*What it feels like to work at McDingle's*



# Climate

*Who is responsible for climate?*



# Culture

*Who is responsible for culture?*



*At McDingle's, everyone is a runner....*

# Gallup Survey

## Organizational Climate

*What can our leaders and managers do to influence how it feels to work at the VDOE?*

## Organizational Culture

*How can our employees contribute behaviors that advance our mission and vision using our core values as a moral compass?*

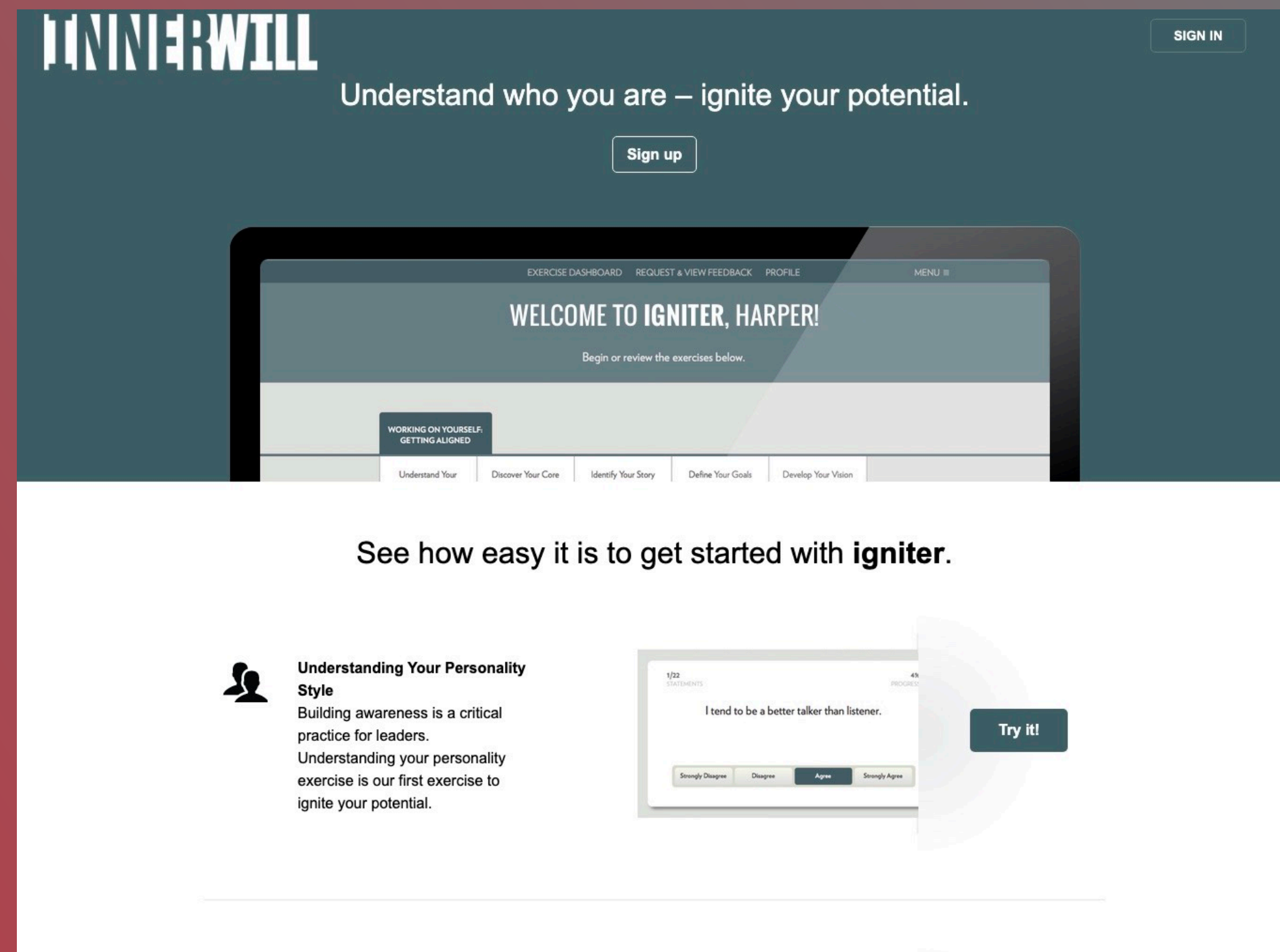
## Employee Well-Being

*How well are our employees able to contribute to the agency's mission and vision?*

# Approaching This Work as Leaders

# Get to Know Your Team(s)

## Who are they and what do they value?

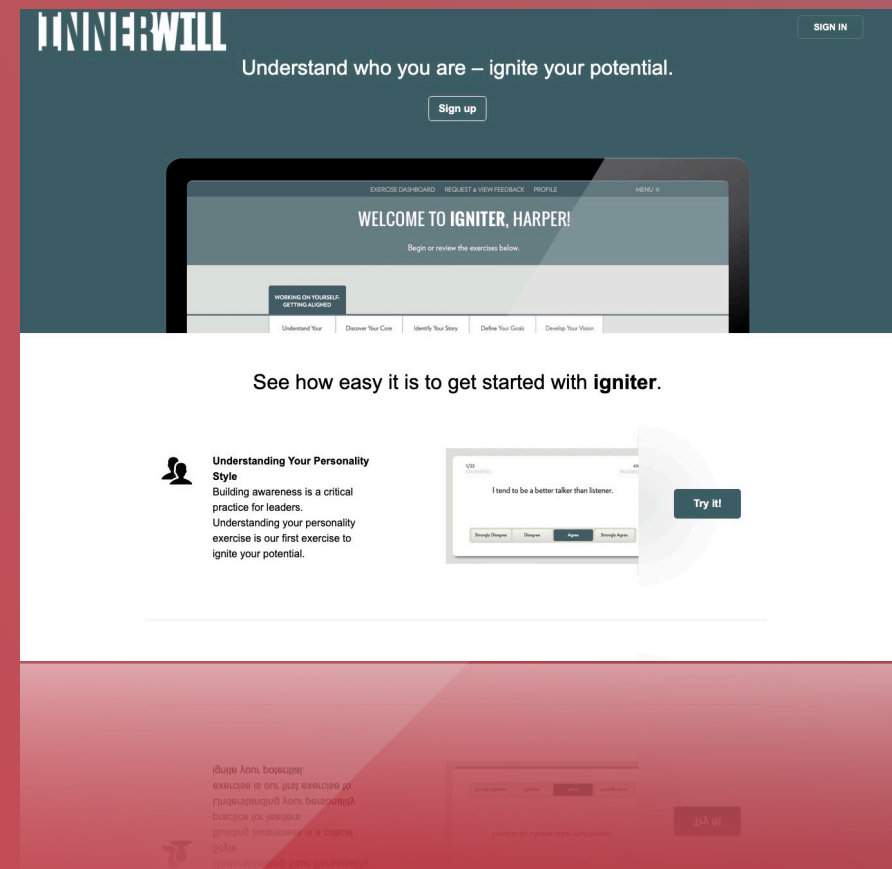


# Get to Know Your Team(s)

Who are they and what do they value?

Invite employees to list each of the 3-5 values chosen along with a **personal definition** and a **set of behaviors** associated with each value.

Reflect if you see these values in their work and interactions with one another.

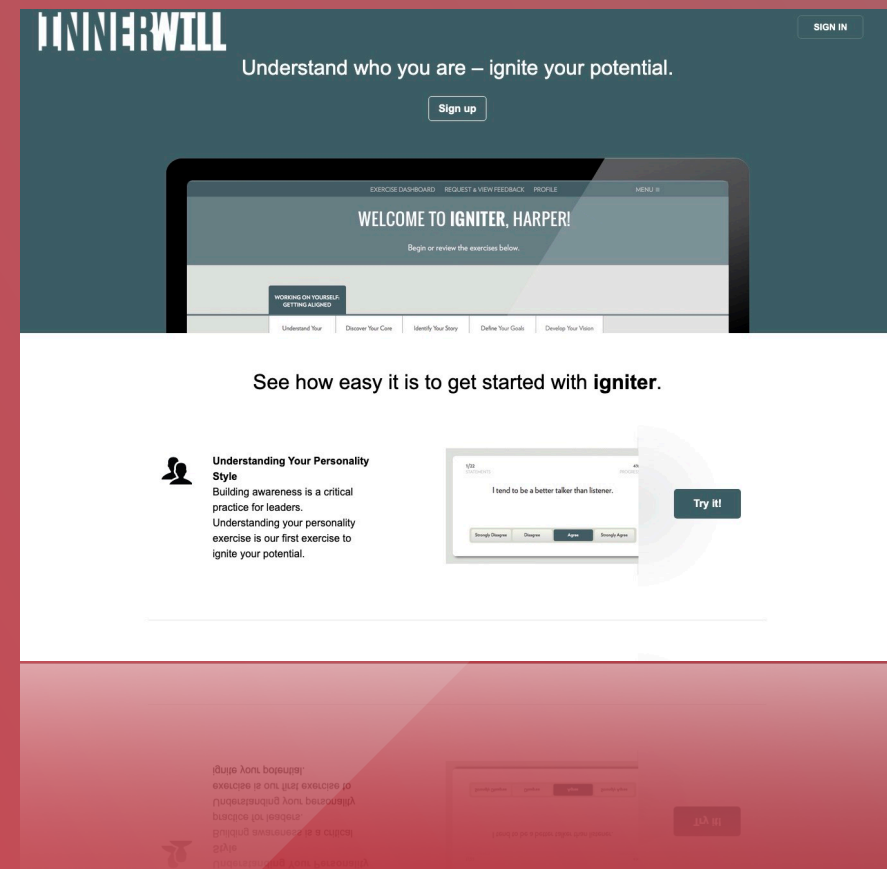


# Get to Know Your Team(s)

We're at our best when we make decisions aligned with our own core values.

Share your values with your team and why they resonate with you.

Discuss the agency's core values of excellence, service, inclusion, and optimism and what they mean to the organization.



# Review Feedback from Survey Discussion

Which items align with culture?  
Which align with climate?

Areas of growth around **culture** require everyone's participation to make progress. Elements such as trust, communication, friendliness, and collaboration require everyone's contributions to improve.

Areas of growth around **climate** reside with the leadership. What elements are under the control of managers to improve the way it feels to work for your department at the Virginia Department of Education?

# The Best Friend (@ Work)

## Thinking about the Gallup Questions...

VIDEO

Q10. I have a best friend at work



The 10th element of engagement is the most controversial of the 12. More than any other element, “I have a best friend at work” tends to generate questions and skepticism. But one stubborn fact about this element of engagement cannot be denied: It predicts performance. Early research on employee engagement and the elements revealed a unique social pattern among employees in top-performing teams. When employees possess a deep sense of affiliation with their team members, they are driven to take positive actions that benefit the business — actions they may not otherwise even consider.

Managers should not attempt to manufacture friendships; rather, they should create situations in which people can naturally get to know one another.

- Look for opportunities to get team members together for events.
- Encourage people to share stories about themselves.
- Plan a time to socialize when it will not disrupt customers or work.
- Don't let debate lead to fragmentation. Rather, create an environment where individuals know that their team members will look out for them.
- Invite individuals to recognize peers who go the extra mile in supporting other coworkers.

[Link to Video](#)



Wellbeing isn't just  
about being happy or  
physically fit.

# Understanding Well-Being

Well-being is composed of **five interrelated and interdependent elements**, according to Gallup.

- **Career:** Liking what you do each day and being motivated to achieve your goals
- **Social:** Having supportive relationships and love in your life
- **Financial:** Managing your economic life to reduce stress and increase security
- **Community:** Liking where you live, feeling safe and having pride in your community
- **Physical:** Having good health and enough energy to get things done daily



# Understanding Well-Being

Experiences across the five elements can vary greatly.

- **Thriving:** Well-being that is strong, consistent and progressing in a particular element.
- **Struggling:** Well-being that is moderate or inconsistent in a particular event.
- **Suffering:** Well-being that is very low and at high risk in a particular element.



# Do you like what you do every day?

**According to Gallup, only 20% of people strongly agree that they like what they do every day.** If you start just one place, focus on this question.

## **Questions your team can ask themselves:**

- What do I enjoy most about my job?
- What goals will I achieve today?
- Looking ahead at my day, what gives me the most energy?
- Which of my strengths will I use today?
- How does your work fulfill our purpose as a team?
- If you could make one change for the better, what would it be?



# Career Well-Being Best Practices

1. Identify the parts of your role that fulfill you the most and look for opportunities to do them more often.
2. Identify someone with a shared mission who encourages your growth and spend more time with them.
3. Spend more time with the people you enjoy being around at work.
4. Participate in activities that let you use your strengths every day.
5. Identify purpose-filled moments and celebrate them.
6. At the end of the day, pause. Appreciate your accomplishments.



# Discussion