



STATE OF CALIFORNIA
Franchise Tax Board

Leadership Development


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Strong Leaders: A Statewide Focus

- CalHR
- Government Operations Agency
- FTB
 - One of FTB's Core Values
 - Talent Management Strategies

Leadership Development

- Knowledge Transfer vs. Wisdom Transfer



“Knowledge is knowing a tomato is a fruit.
Wisdom is knowing not to put one in a fruit
salad.”

Miles Kington

Formal Leadership Programs

- Management Development Program
- Executive Assessment and Development Program
- Growing Leaders at All Levels
- Management Rotation

Formal Leadership Programs

- Mentoring Programs
- Sacramento State College of Continuing Education
 - Leadership for the Government Executive
 - Leadership for the Government Manager
- Project Management Leadership Academy

Informal Leadership Opportunities


- Leadership Days/Events
- Lead Projects
- Opportunities/Experience

Leadership Development

Exceptional Leaders benefit FTB:

- Business Goals
- Culture
- Employee Engagement/Morale
- Employee Retention 96%

Leadership Development



“Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and to inspire team-mates and customers.”

Robin S. Sharma

Questions?