

#iAmCPM
Implementing
CPM Best Practices
in a Non-CPM Environment



presented by

Cecka Rose Green, CPM

Executive Director

Children's Services Council of Leon County





Session Overview

- CPM and transformational leadership concepts have been round for decades.
- However, there still are many organizations that have not embraced *ANY* proven leadership development practices that create “win-win” situations for all team members.
- This session will explore ways for you—as CPM graduates—to use your new-found knowledge to steadily transform your organizations into workplaces where leaders are identified/created, encouraged/sustained and eagerly followed.

My Story: The Beginning

- Finished college April 1991 (age 23); became an entry-level employee at a statewide association in June, working directly for the Publications Director.
- Six months later, when they took another position with the organization, I was promoted to HER position—yes, became the Director...YIKES!
(traditional promotion scenario—do a good job, get THE good job)
- Supervised two and a half staff, one of whom could have been my parent. 😊
- So, exactly how did I learn to be a “supervisor” with no supervisory experience at all?





My Story: The Middle

- After five years, decided to change course to diversify my experience; thus, I became an “employee,” once again.
- A very important transition; was able to observe my supervisors—their management styles, strengths and weaknesses.
- It was the start of my “middle” employment history; during the next 13 years, was an “employee” and “low/middle” manager—good experience and even better observation opportunity.
- In 2003, at age 36, became my “own boss” for two and a half years—the “employee” and “supervisor”—yet another great learning opportunity.

My Story: The "End"

- After being a consultant, I went back to work full-time as an "employee"; it was an **#EPICFAIL!!!**
- In 2007 at age 40, resumed "Upper Management Status" as a Communications Director at Florida Housing Finance Corporation.
- Now, was a supervisor for a "staff" of four; reported directly to the Executive Director.
- **I. Was. BACK!**—or was I??
 - It became painfully obvious that maybe there was too heavy a focus on managing employees, rather than building a TEAM.
 - How could we begin to transform this wonderful organization into a place where successful teams are built by identifying, creating, encouraging and sustaining good leaders? Dare I say EXCEPTIONAL leaders?





Enter CPM: The “End” that became “The Beginning!”

- It is true what they say—it only takes ONE!
- Florida Housing was fortunate to hire an Operations Director, who was a STRONG proponent of the CPM program.
- Their belief in the importance of transformational leadership development/implementation was the spark that helped change the focus from managing employees to DEVELOPING LEADERS.
- Prior to my departure in September 2017, the corporation put 25 staff, including five senior managers, through the Florida CPM Program (about 1/5 of its staff at that time.
- I was the first senior manager to complete the program😊.

- ❖ Earned CPM July 2015
(while in senior management)
- ❖ February 2019, became Regional
Executive Director for CHS of Florida –
Big Bend Region
- ❖ January 2022, became inaugural
Executive Director of the CSC of Leon
County

CPM—The Next Chapter: Educational” to “Practical Application”

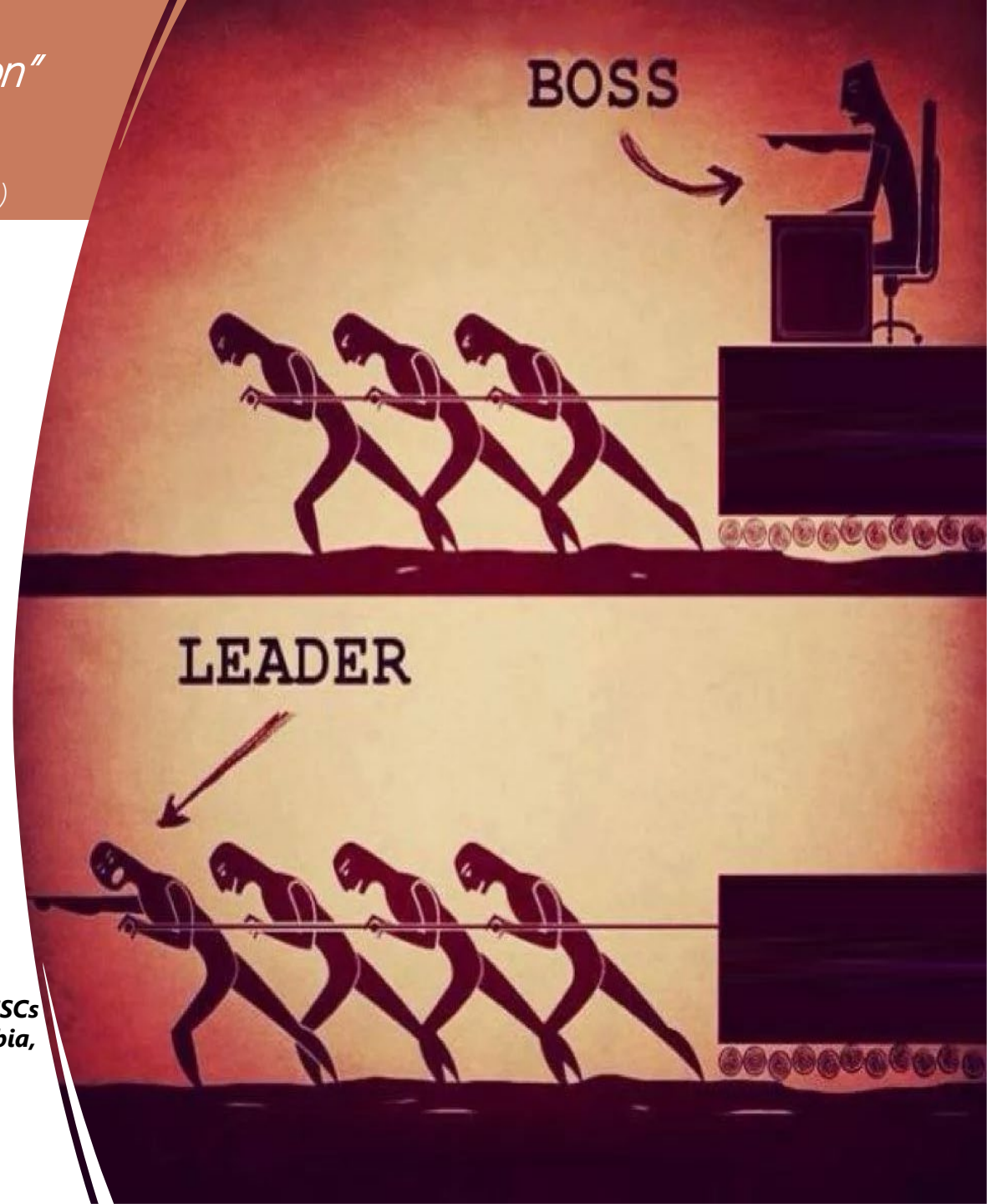
Tips to INFUSE CPM EDUCATION into PRACTICE

IT TRULY GOES BACK TO WHAT YOU HAVE LEARNED (KOUZES & POSNER)

- **Challenge the process.** Leaders THRIVE on/LEARN from adversity/difficult situations.
- **Inspire a shared vision.** Motivate by using ideas to capture your Team’s imagination; communicate vision effectively for others to catch. Seek to energize by passion, enthusiasm & emotion.
- **Enable others to act.** Leaders don’t do it all; leaders empower Team Members to act & support their ideas in action. Ask, “How do we get to YES?”
- **Model the way.** Prepare to go FIRST, live what you teach, demonstrate the desired approach. Remember, they won’t “hear” what you say for “seeing” what you’re doing.
- **ENCOURAGE THE HEART!** People do best when they are passionate. Unleash enthusiasm! Help your team identify/act on their passions related to their work. Celebrate successes, grieve losses, admit mistakes & realize tomorrow is a new day!



*Executive Directors of CSCs
in Hillsborough, Escambia,
Palm Beach, Leon &
Alachua w/FACCT CEO*



Open Discussion & Questions/Answers



CSC LEON

Putting Our Kids First

Cecka Rose Green, CPM (she/her)

Executive Director

Children's Services Council of Leon County

✉ cgreen@cscleon.org | ☎ 850.597.0863 | 🌐 www.cscleon.org

On Social – [LinkedIn](#) : [FB](#) : [IG](#) : [@CeckaRoseGreen](#)

