

ADVANCE HM Team #6 – OPRA 2/21/17

We had only heard Director Martin speak in regards to policy or budget issues. We learned from him that he is a genuine, open, honest, vulnerable and humble person. He showed us a side that many do not get to see. From admitting fault, to his problem solving skills, to how to work with people; we learned that he is human.

Director Martin showed us the balance he had between his home life and his professional life. He painted a picture of his life experiences, both good and bad, and explained what he learned from them to better himself and his work in the field.

He showed us that things are ever changing and sometimes are not what they appear. As leaders, we need to look for ways to improve for the people we serve and our employees. Most importantly, we need to be observant to those whom we lead.

Director Martin showed us that when you implement something, ask yourself, “what was the effectiveness?” Just when a solution is created, another problem arises to tackle. Surround yourself with people of opposite strengths so the team can take a rounded approach towards a solution from all angles.

# times	Strength
2	Achiever
2	Communication
	Developer
	Consistency
2	Connectedness
2	Deliberative
	Discipline
3	Responsibility
	Focus
2	Learner
	Activator
	Harmony
	Analytical

Achiever – People strong in Achiever theme have a great deal of stamina and work hard. Director Martin has the ability to set and achieve goals. He plays the “long game” waiting for the right move and leads by example. He is committed to his work and successes/accomplishments.

Communication – People strong in Communication theme generally find it easy to put their thoughts into words. Director Martin is a good listener, attributing to being a good communicator. He is also an excellent presenter and has a way with words. He keeps the audience captivated.

Connectedness – People strong in Connectedness theme look at the bigger picture to ensure everything is fitting together to ensure the outcome is achieved. Director Martin is a bridge builder for people of different cultures, backgrounds, and abilities. Every event he does has a reason, ensuring we are all a part of the bigger picture. He is considerate, caring accepting and helps others see the unity in mankind.

Deliberative – People strong in Deliberative theme take serious care in making decisions or choices. Director Martin makes decisions that can impact a lot of people and their families. Part of the “long game” approach he discussed is an ability to see potential obstacles or future snags. He ensures, when making a decision, it is the right one for all the key players.

Responsibility – People strong in Responsibility theme take psychological ownership of what they say they will do. Director Martin speaks to so many people, promising them so many things, and then taking ownership in knowing he will deliver. He is committed to stale values such as honesty and loyalty. He has advocated on behalf of people with disabilities to have the same rights and opportunities equal to those around them.

Learner – People strong in Learner theme have a great desire to learn and want to continually improve. Director Martin is constantly seeking a way to improve. In a field with ever-present uncertainty, he continues to stay on top of new ideas and advancements to advocate for the people served. He is also an active listener. It allows him to understand the people he is working with and to continue to grow his own knowledge.