

HUMAN RESOURCES DEPARTMENT

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Date: November 3, 2009
To: Board of Supervisors
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Now Discover Your Strengths - County Book Club

Scott County managers and supervisors started their first book club. Forty two managers and supervisors signed up to read the book. The book was called "Now Discover your Strengths". The book contains a code to complete the Internet-based Clifton StrengthsFinder Profile. This Web-based interview analyzes one's instinctive reactions and immediately presents you with your five most powerful signature themes. There are 34 themes -- such as Achiever, Activator, Empathy, Futuristic, or Strategic - identified in the book.

We split the 42 participants into two different book clubs, keeping department members together. The groups met on October 30 and November 6th at a brown bag lunch. Donna Honold facilitated the sessions. The first session focused on what individuals learned about themselves and other participants from their departments. The focus of the book is how to leverage one's strengths for powerful results at three levels: for individual development, for success as a manager, and for the success of the organization.

The goal is to get the group together after they have completed reading the book to discuss how this information benefits the organization and how to best utilize the strengths of their co-workers and employees. The next session will focus on the following questions:

How do your employees strengths relate to their performance on the job? How can you build an employee's talents into genuine strengths?

How to best manage an employee with particular strengths?

How to build the County into an organization which focuses on and optimizes our employee's strengths?

Cc: Dee Bruemmer, County Administrator
Donna Honold, Riffle
Jill Niebuhr

