

PHCO Leadership Summit
May 2025



Courage To Soar

PARTICIPANT GUIDE

CENTENE[®]
Corporation



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Introduction

We are excited that you are participating in the **2025 Q2 Leadership Summit**! This guide has supporting information to accompany each presentation and provides details on each of the activities for the in-person and virtual break-out sessions. It also provides supplemental items that can be utilized with your teams after the summit. **Presentation Information:**



PRESENTATION 1

Presentation Title: Unlocking Your Team Member's Potential to Soar

Presenter: Gabrielle Gloster | Senior Learning & Development Specialist

Description:

Your team members have immense potential waiting to be unlocked. Each individual holds the ability to lead and excel in their unique way, though they may not fully realize it yet! In this session, *Unlocking Your Team Members' Potential to Soar*, we'll focus on empowering you to identify the strengths within your employees and provide strategies to help them soar to new heights in their personal and professional growth. You'll learn effective techniques for delegation, delivering constructive feedback, and building confidence in your team. By embracing the Centene core values of Curiosity and Courage, this session will leave you equipped to continuously inspire, develop, and elevate a creative, thriving team that soars toward exceptional results.



PRESENTATION 2

Presentation Title: Empowering Teams in a Virtual World: Leadership Strategies for Success

Presenter: Jim Wallman | Senior Learning & Development Specialist

Description:


In today's evolving world since the pandemic normalized remote working, effective virtual leadership is more crucial than ever. This presentation focuses on key frameworks and strategies for leading remote teams successfully. It covers building trust through clear communication, fostering collaboration using digital tools, and ensuring team engagement even when working from different locations. We also explore adapting leadership styles to the virtual environment, providing feedback effectively, and creating a culture of accountability. Ultimately, the goal is to help leaders inspire productivity, maintain team cohesion, and drive performance, no matter where their team members are located.

Summit Participation Instructions

Participant Guide

This participant guide allows learners to type directly into this document. Boxes to capture responses are located adjacent to or below questions and prompts and are fillable fields. It is recommended to download the PDF, so that information entered on the document can be saved.

- Tab to the box or click directly on the box and start typing to add notes.
- If you type more than what will fit into the box, a scrollbar will appear allowing you to capture all of your ideas .
- Make sure to "Save" your document so your answers are not lost.

NOTE: During the presentation, a BOOK icon on the bottom of the presentation slides will signal to you what page in this guide the information aligns with. Not every slide is included in the guide. 

Presentation

The Summit Presentation will be posted to the [Q2 Leadership Summit SharePoint](#) site following completion of the summit.

Engagement

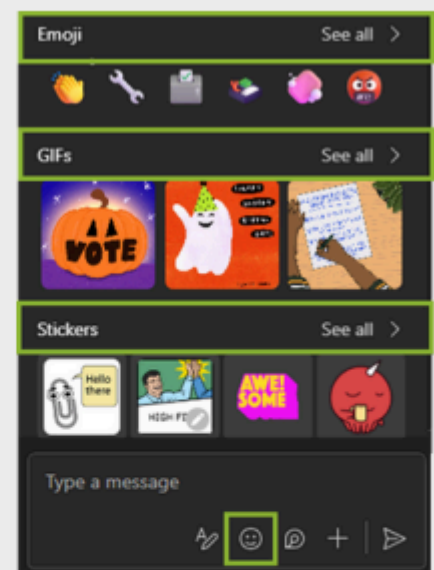
Throughout this presentation, when you connect with the content, engage with us in real time! Follow the steps below to participate.



Add a comment to share thoughts with your fellow leaders.

To add an emoji, GIF, or sticker to the chat:

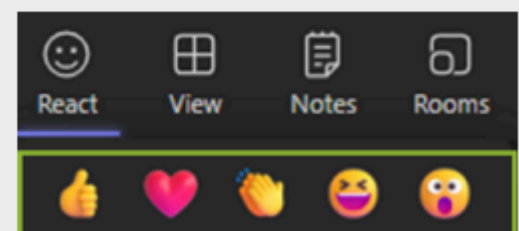
- Click into the chat message box.
- Select the smiley icon to open the menu.
- Expand the emoji, GIF, and sticker options by clicking the "See all" option next to each item.



REACT

Share your reactions to the content!

- Select the React button from the menu.
- Choose a Reaction that best represents your thoughts or feelings.



Items You Will Need During This Presentation

Please have these items ready, on standby, as you will need them to get the most out of this presentation!



Technology/Internet

During this presentation we will be utilizing an interactive resource that requires your phone or desktop internet browser.

Your Participant Guide

This participant guide is equipped with resources and supplemental items to accompany the presentation!



YOU!

We need you to be present and ready to receive this information, as we truly believe it will be beneficial for your teams!



All About AhaSlides

Your Guide to Using AhaSlides During This Presentation

We will be utilizing **AhaSlides** throughout this presentation. AhaSlides is an interactive resource that allows you to give feedback throughout the presentation, and the presenters an opportunity to get live results and answers on the screen!



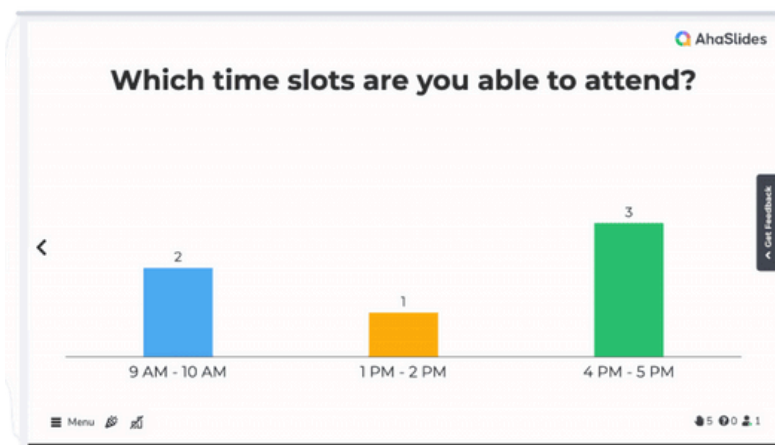
To Participate, Scan the QR code to the right with your phone, or Click the Link below to be connected to our AhaSlides presentation.

<https://ahaslides.com/LUKAM>

At periodic points during this presentation, we will be wanting to get input from YOU! :)



****Note:** The QR Code and Link will remain the same throughout the whole presentation!**



Which time slots are you able to attend?

You may choose up to 3 options.

- ☒ 9 AM - 10 AM
- ☐ 1 PM - 2 PM
- ☒ 4 PM - 5 PM

Submitted

Finish

Centene Core Values & Behaviors

The topics in this presentation all align with certain aspects of Centene's Core Values and Behaviors. The objective of this presentation is to equip you with knowledge and resources to continue growth in your skills as a leader.

For a reminder of Centene's Core Values and Behaviors, an image of the values and a list of the behaviors have been included below for your review.

Centene Core Values



Centene Behaviors

We do what's right, not what's easy	We go above and beyond for our customers and each other
We listen and ask questions to create shared understanding	We have candid, courageous conversations, with care
We lead with authenticity and vulnerability	We try new things and learn from failure
We measure our success in the trust we build	We celebrate winning together
We break down silos and bring each other to the table to find solutions	

Unlocking Your Team Members' Potential to Soar

Centene Core Values Addressed: Courage & Curiosity

Objectives

By the end of this presentation you will be able to:

1. Explain the importance of delegating tasks and its outcomes.
2. Implement and execute strategies for building team members' skills and confidence.
3. Practice effectively giving constructive feedback to someone while simultaneously inspiring the receiver of feedback to continue to grow.
4. Develop and implement a plan for identifying and building on strengths amongst team members.

NOTES

Below is a free text field for you to take notes during this presentation.

Unlocking Your Team Members' Potential to Soar

NOTES

Below is a free text field for you to take notes during this presentation.

Strengths vs. Skills



STRENGTHS

Strengths are inherent capabilities or natural talents that a person excels at. (Natural Talents or Aptitudes)



SKILLS

Skills are learned abilities or competencies that a person can develop through training, practice, and experience.

EXAMPLES

Strengths	Skills
Creativity	Writing, Drawing, Graphic Design, Interior Design, Problem Solving, Brainstorming, etc.
Leadership	Adaptability, Critical Thinking, Empathy, Delegation, Active Listening, Relationship Building, Motivation, etc.
Resilience	Problem Solving, Optimism, Emotional Regulation, Self-Compassion, Adaptability, Communication, etc.
Empathy	Active Listening, Communication, Open-Mindedness, Vulnerability, Emotional Recognition, etc.
Communication Skills	Written Communication, Oral Communication, Nonverbal and visual communication, Active Listening, etc.

NOTES

Below is a free text field for you to take notes during this presentation.

Reflection: What Are Your Natural Strengths?

Take the time to reflect on what your natural strengths, skills, and abilities are below.



List at least three strengths below, and enter those into the AhaSlides word cloud.

1

2

3

Reflection: How Well Do You Know Your Team's Strengths?

Directions: Take the time to reflect on how well you know your team's strengths. Think of every member on your team and reflect by answering the questions below.

Q1: Who on my team consistently excels in specific tasks, and why?

Q2: Can I name each of my team members' top 2–3 strengths?

Q3: Do I know what motivates & energizes each individual on my team?

Reflection: How Well Do You Know Your Team's Strengths? Cont.

Directions: Take the time to reflect on how well you know your team's strengths. Think of every member on your team and reflect by answering the questions below.

Q4: Have I had one-on-one conversations with my team members about their strengths, interests, and career goals?

Q5: Do I assign work based on skills and strengths, or mainly based on availability and job title?

Q6: Have I provided opportunities for each team member to use and develop their strengths recently?

Reflection: How Well Do You Know Your Team's Strengths? Cont.

Directions: Take the time to reflect on how well you know your team's strengths. Think of every member on your team and reflect by answering the questions below.

Q7: Do I give recognition that's personalized and tied to specific strengths?

Q8: Are there team members whose talents I might be overlooking or underutilizing?

Q9: How often do I check in to see if my team members feel fulfilled and challenged by their work?

Identifying Strengths Within Team Members



Knowing team member's strengths is essential for people leaders because when people use their natural strengths and talents, they perform at a higher level and produce better results with greater efficiency. It boosts engagement and morale and enhances team collaboration. When people leaders recognize and leverage strengths it helps people feel seen, appreciated and empowered; unlocking their full potential and ultimately driving team and organizational success.

Tips for Identifying Strengths Within Team Members



Building relationships with your team members



Giving your team members FREE strength assessments



Reflecting - Having your team explore personal preferences



Doing group activities with your team members



Observing your team members and documenting observations

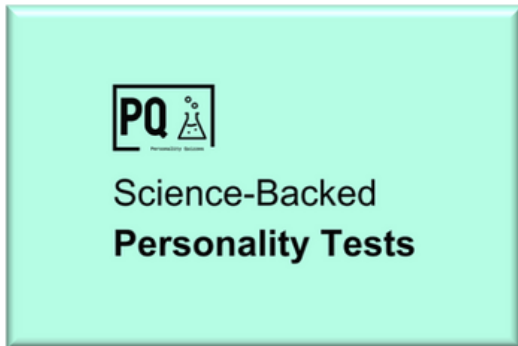
NOTES

Below is a free text field for you to take notes during this presentation.

FREE Strength Assessments

Three Assessments to Help Your Team Members Discover Their Strengths

Strengths Finder Personality Assessment



Can be accessed at: <https://www.personality-quizzes.com/strengths-test>

"The Strengths Test is the world's leading talent assessment, helping over 2 million people discover their natural talents. This online assessment identifies your top 5 strengths from a comprehensive list of 38 distinct strengths, providing deep insights into how you naturally think, feel, and behave." (personality-quizzes.com)

Signature Strength Questionnaire (SSQ-72)

Can be accessed at:

<https://strengthsbasedresilience.com/assessment>

"SSQ-72 is based on Values in Action Model and assesses 24 core character strengths through three items each. This web-based assessment will identify your top five or six signature strengths and inform you about your level of well-being." (strengthsbasedresilience.com)

SBR Strengths-Based Resilience

High 5 Strengths Test

Can be accessed at: <https://high5test.com/>

HIGH 5 TEST

"HIGH5 is a strengths test for individuals, teams and organizations to unlock their full potential by identifying and maximizing what motivates and energizes them. Reflect on your best self during a 20-minute scientifically validated psychometric test, and discover your signature top 5 strengths – what you are great at, what you are energized by and what gives you a sense of meaning." (high5test.com)