



CalLearns
CalHR's Learning Management System

IGNITE INCLUSIVE GOVERNMENT: Track Overview

JUST ASK WHY: DISCOVER YOUR PURPOSE, TRANSFORM YOUR WORLD and DRIVE INNOVATION...

“The Just Ask Why” Journey

Offered By:  **CalLearns**
CalHR's Learning Management System

To: Valued State of California Supervisory, Managerial, and Executive Employees

A CalLearns Training Model – Sponsored by CPS HR

In today's dynamic landscape, California State government requires leaders who are not only skilled but also deeply connected to their purpose and equipped to champion innovation. How can you amplify your impact, fulfill your mandated leadership training, and contribute to cutting-edge initiatives that will shape the future of state service?

The **“Just Ask Why: Discover Your Purpose, Transform Your World”** Curriculum offers a powerful pathway. This unique 20-hour program, delivered virtually via Zoom, not only meets the GC 19995.4 leadership training requirement but also provides a tangible platform to apply your learning: the **Fuel Agile Systems (FAS)** DMV Digital Resume Prototype project. Go beyond traditional training and become a purpose-driven leader who actively shapes the future of California.

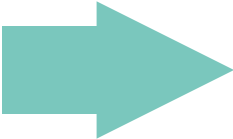
(Fulfills the State of California Biennial Leadership Training Mandate - GC 19995.4 - 20 Hours)

Your Partners in Purpose-Driven Innovation:

This transformative curriculum is brought to you by ORA Systems, Inc., in collaboration with its non-profit partners, One World Institute (OWI) and the Cal-IPGCA Association. Together, ORA/OWI/Cal-IPGCA are dedicated to empowering government transformation by igniting human potential and fostering innovation through human-centric design. This course is offered in partnership with CPS HR Consulting through CalHR and is available on the [CalLearns platform](#).

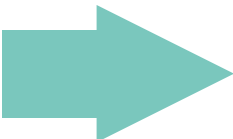
Our Revolutionary Approach: The Whole Systems Methodology in Action

We believe true progress emerges when individual purpose aligns with collective goals. Our Whole Systems Approach fosters a dynamic learning environment where you'll connect your **"Personal Why"** with the **"Organizational Why"** behind key state initiatives, specifically the **"Community Why"** of empowering state employees through innovative tools like the [Digital Resume](#). By bridging these domains within the context of a real-world project, we foster a **"whole system of awareness"** that fuels your personal "Why" –your mission and your passions–by enhancing:

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- **Personal Fulfillment:** Connect your core values and passions to a project with tangible impact.
 - **Organizational Performance:** Contribute directly to a strategic technology initiative that enhances workforce development.
 - **Societal Progress:** Play a role in modernizing state services and empowering your colleagues.

"Just Ask Why" Curriculum Overview: Your Journey to Purpose-Driven Innovation

This immersive program will guide you to:

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- **Discover Your Personal North Star:** Uncover your fundamental "Why" –the core purpose that drives your passions and potential.
 - **Ignite Your Passion:** Align this personal purpose with your active engagement in understanding and contributing to the development and implementation of the FAS Digital Resume Prototype.
 - **Create a Ripple Effect:** Harmonize your individual mission with the organizational goals of all state departments involved, all through the lens of this impactful "Use Case."

Making It Real: The DMV Digital Resume Prototype as a Powerful "Use Case"

This cohort will focus on developing the critical skills of discovering, developing, and connecting your personal "Why," passion, and mission to that of your organization as both respond to and innovate within the dynamic landscape of state service. The **Fuel Agile Systems (FAS) DMV Digital Resume Prototype** will serve as a powerful, real-time "Use Case" to practically apply these skills. By engaging with this key state initiative, you will immediately see how aligning individual purpose with organizational needs drives innovation and delivers tangible impact.

Throughout the "Just Ask Why" curriculum, you will explore your personal **"Why"** and its alignment with the **"Organizational Why"** behind the Digital Resume (e.g., improving internal mobility, team building, workforce/organizational planning, showcasing skills, modernizing HR processes). Your deliverables will focus on applying the "Just Ask Why" framework to understand, analyze, and potentially contribute to the success of this prototype initiative from your unique perspective and organizational role.

Syllabus: A Three-Week Journey Focused on Purpose-Driven Innovation (20 Hours Total)

Engage in five interactive, facilitated Zoom sessions where you'll apply the Whole Systems Approach to understand and engage with the DMV Digital Resume Prototype as a key "Use Case."

Schedule Summary (Certificate of Completion via CalLearns–20 Hrs.)

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- **Tuesday, September 09, 2025:** 8:00 AM–12:00 PM (Zoom)
 - **Thursday, September 11, 2025:** 8:00 AM–12:00 PM (Zoom)
 - **Tuesday, September 16, 2025:** 8:00 AM–12:00 PM (Zoom)
 - **Thursday, September 18, 2025:** 8:00 AM–12:00 PM (Zoom)
 - **Tuesday, September 23, 2025:** 8:00 AM–12:00 PM (Zoom)

Weekly Breakdown: Applying “Just Ask Why” to the Digital Resume “Use Case”

Week 1: Defining & Connecting Your Why to Innovation

Class 1 (Tues, Sept. 9): Discover Your Personal Why (Mission, Passions, Superpowers).
▪ **Deliverable:** Initial Personal “Why” Statement.

Class 2 (Thurs, Sept. 11): Explore and contribute to the Organizational Why Behind the Digital Resume Initiative Use Case & Connect it to Your Personal Why.
▪ **Deliverable:** Initial thoughts on your Aligned Personal & Organizational “Why” in the context of applying each to the Digital Resume Use Case.

Week 2: Aligning Purpose with Innovation Goals

Class 3 (Tues, Sept. 16): Deepen Alignment Between Personal & Organizational “Why” as it relates to the goals as they impact of the Digital Resume initiative.
▪ **Deliverable:** Collaborative insights on the Aligned “Why” for engaging with the Digital Resume “Use Case.”

Class 4 (Thurs, Sept. 18): Co-Create Strategies for Purpose-Driven Engagement with the Digital Resume Initiative Using “Just Ask Why.”
▪ **Deliverable:** Initial ideas for applying your “Why” to understand and potentially contribute to the Digital Resume.

Week 3: Integrating Purpose, Assessing Impact, and Fostering Innovation

Class 5 (Tues, Sept. 23): Bring it Together as One System - Assess the potential impact of purpose-driven engagement with the Digital Resume and identify opportunities for future innovation.
▪ **Deliverable:** Reflection on how the “Just Ask Why” framework can inform first, your continued development of your “Why” (personal and organization) and ongoing innovation, using the Digital Resume as a key example and working model.

Team Integration:

Trainees will be encouraged to integrate the involvement of their teams and colleagues as they move through each of the class training and deliverables, which creates an organic team-building exercise to stretch and expand their leadership skillsets while contributing back into their work environment the benefit, insights and voice they’re receiving.

The Benefits: A Powerful Synergy for You, Your Organization, and the State

For You (The Individual):

- Create profound clarity on your personal purpose within the context of a significant state innovation.
- Enhance your leadership skills by applying them to a real-world “Use Case.”
- Gain valuable insights into the intersection of human purpose and technological innovation.
- Develop a stronger understanding of how individual purpose can drive organizational advancement.

For Your Organization:

- Benefit from your employees’ enhanced leadership skills applied to a key strategic initiative that can propel your organizational mission.
- Foster an agile culture of purpose-driven innovation and engagement, to better respond to real time challenges.
- Develop leaders who can effectively navigate and contribute to technological advancements.

For California (Government & Community):

- Cultivate a more engaged and purpose-driven public workforce that embraces innovation.
- Advance key technological initiatives like the Digital Resume with a focus on user needs and purpose.
- Maximize the ROI of leadership development by linking it directly to strategic priorities.

Flexible Implementation Options:

This cohort will focus on developing the critical skills of discovering, developing, and connecting your personal “Why,” passion, and mission to that of your organization as both respond to and innovate within the dynamic landscape of state service. The Fuel Agile Systems (FAS) DMV Digital Resume Prototype will serve as a powerful, real-time “Use Case” to practically apply these skills and witness their impact. The Digital Resume provides a compelling context for the “Just Ask Why” methodology because the diverse experiences of your fellow trainees will underscore the broad applicability of these skills across various organizational needs and initiatives. This interconnected learning environment will illuminate the collective power of purpose-driven action, demonstrating its relevance to any area of your work.

The ORA – [OWI-Cal-IPGCA](#) Difference: Empowering Transformation Through Purposeful Action

We don’t just teach leadership theories; we empower you to become a transformative leader by applying purpose to real-world challenges. By focusing on the Digital Resume as a key “Use Case,” we integrate your personal and professional growth with a concrete initiative that benefits all state employees.

Ready to Lead the Way in Purpose-Driven Innovation?

Fulfill your mandatory leadership training requirements while gaining invaluable skills in purpose-driven leadership and contributing to a key state initiative. Discover your “Why” and become a catalyst for positive change.

Enroll today through the CalLearns platform! [Register Today!](#)

Let’s build a California where purpose-driven leadership fuels technological progress and empowers your peers and colleagues and those you serve.