

Background Information about David Kurtz:

A graduate of UC Irvine, with a Master's degree from Cal State Fullerton, David obtained his Ph.D. in Psychology by the time he was 31 years old. Prior to his County experience, David held the position of Children's Program Director for the Women's Transitional Living Center in Orange County and advanced to the position of Agency Director during his ten year career with Child Help USA in Los Angeles.

David began his career with the County of Orange in the Social Services Agency in 1997 as a Senior Social Services Supervisor. He was assigned to the Children and Family Services Division to supervise an Emergency Response unit. As a Program Manager I, David worked with the Child Abuse Services Team (CAST) and as a Program Manager II, he supervised the Specialized Family Services program.

From 2006 until 2009, David worked in the Administrative Services Division of the Social Services Agency as a Senior Administrative Manager II responsible for Strategic Planning and Public Relations, Research and Evaluation, and Program Integrity. David was an alumni of the Orange County Leadership Academy (OCLA) and volunteered as a member of the OCLA Steering Committee and the Annual Leadership Conference Planning Committee.

David's coworkers described him as being absolutely brilliant, an acute observer, intent listener and having what appeared to be photographic memory. He could recall all kinds of facts and figures, was conversant on almost any subject, and had a dry yet funny sense of humor. David liked reading about Roman history, watching Japanese Samurai movies, listening to live rock music, watching football, following politics, and traveling. In his final days, he was striving to reach the summit of Mount Fuji while hiking with a friend he had known since grade school.

His motivation behind every career choice that he ever made was to "be in a position to help people." He very much enjoyed the camaraderie that he felt with the OCLA, and his association with the Academy was one of his favorite County achievements. He was very committed to his County position, and his level of commitment to family and friends was equally strong. He was a loyal friend and a caring family member that made a positive difference in many people's lives.

This award was established in acknowledgement and appreciation not just of *what* David did as a leader, but *how* he led. David met the definition of an *authentic leader*, one who "brings people together around a shared purpose, and empowers them to step up and lead authentically in order to create value for all stakeholders" (as defined by Bill George in True North). In his quiet, calm, and always professional manner, David sought the win-win in every situation.

David exhibited the following characteristics of servant-leader:

Listening:

Excellent at listening to others and had the ability to process and reflect back accurately what was heard. This ability facilitated communication and the transmission of information as well as allowing the speaker to feel heard and understood. Consistently acting with integrity, as seen through honesty, trustworthiness, and open communication.

Conceptualization:

Ability to look at problems and determine the organization's best interests. At the same time, understanding the needs and concerns of the employees within the Agency/Department.

Foresight:

Ability to anticipate the likely outcome of a given situation based on past lessons, realities of the present and consequences of the future. Staying informed regarding trends and their impact on the county and the workforce. The ability to recognize patterns, identify strengths, weaknesses, opportunities, and threats to the Agency/Department.

Commitment to Growth of Others:

Ability to recognize the intrinsic value of co-workers that demonstrate a high level of professional growth. Willing to share experiences to encourage others to tap into their own dreams, values and strengths for pursuing their goals.

Building Community:

Demonstrate active participation in the community by serving in a variety of workgroups, committees, and/or county projects that address county goals.

Rules:

- Servant Leadership Award to be offered on an annual basis.
- No more than one nominee will be accepted per Agency/Department. Nominees must be identified by OCLA Alumni who demonstrate qualities consistent with David's characteristics paired with Servant Leadership values. An employee may be nominated in subsequent years.
- Each Agency/Department is encouraged to select one nominee.

- Selection panel will consist of three or five OCLA Steering Committee members. A member of the Steering Committee may be nominated, yet will not then serve on the selection panel. Members of the selection panel may not submit nominations.
- The award will be presented to the selected nominee at the annual OCLA Conference.