



# YES Team!

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Yolo Encourages Success through Talent Engagement, Assistance & Motivation

## TEAM CHARTER

### Background

Research indicates that a highly engaged workforce is an integral component of a successful organization. For the employee, engagement results in a greater sense of purpose and higher job satisfaction. For the organization, engagement results in higher productivity, improved customer service, and reduced rates of turnover and absenteeism.

In an effort to improve employee engagement among its workforce, Yolo County established the Yolo Encourages Success through Talent, Engagement, Assistance, and Motivation workgroup, hereafter known as the YES Team, in May 2014.

### Purpose

The purpose of the YES Team is to create programs, initiatives, opportunities, and resources that foster the continuous development and engagement of the County workforce.

### Meetings

The YES Team convenes meetings every six weeks.

### Membership

While not a requirement, the YES Team strives to have at least one interested Yolo County employee from each department and/or division participate as a member. Current representation for the following departments can be reviewed on the [YES Team Roster](#) webpage

- Agriculture, Weights, and Measures
- Assessor/Clerk-Recorder/Elections
- Child Support Services
- Community Services
- County Administrator
- County Counsel
- District Attorney
- Financial Services
- General Services
- Health and Human Services
- Library
- Probation
- Public Defender
- Sheriff



## Member Responsibilities

YES Team member responsibilities include:

- Serving as the contact point between the YES Team and your department on Team activities.
- Communicating Team activities, information and issues to your department head, supervisors, managers, and department employees.
- Being a contributing member of the YES Team, complete assigned tasks between meetings.
- Attending Team meetings.
- Being an active participant in meetings and discussions.
- Sharing your knowledge and expertise.
- Representing the views of your department and/or division.

## 2019 Objectives

In 2019, the YES Team will focus on the following objectives:

- Training: Support quality, cost-effective training and development opportunities designed to increase individual and organizational productivity and enrichment while maximizing talent potential.
- Performance Evaluations: Act as an advisory body for implementation of a new performance appraisal/evaluation module and develop related resources.
- Competencies: Support the building of employee culture around the identified core competencies through alignment of County values, communication, and training.
- Professional Development: Maximize career potential for all employees.
- Mentorship: Support and continue implementation of pilot mentorship program.
- Workplace Wellness: Build a culture that prioritizes Workplace Wellness by means of creating supportive short term offerings and ongoing programs that provide incentives, education and fun.