
MINUTES

TALENT DEVELOPMENT WORKGROUP
JUNE 20TH 2014 1:30 TO 3:30 PM
CHILD SUPPORT SERVICES ~ 100 W. COURT STREET

Team Members

Present:

Brody Lorda, Human Resources; Natalie Dillon, Child Support Services; Diane Parro, Board of Supervisors; Svitlana Shramenko, Mental Health Services; and Yovana Gojnic, Intern

Not present:

Sandi Reyes, Child Support Services; Rachele Gayton, Probation

Define Talent Development (scope/purpose)

In an effort to level set the workgroup participants, the group discussed the scope, purpose and roles and responsibilities of members of the Talent Development Workgroup. It was acknowledged that the group includes representatives from the Employee Council and the Department Head Working Group; that HR has already begun the process to include resources on a Talent Development webpage that can be found on the intranet; that the Employee Council would be one mechanism to get information out to the Departments regarding Talent Development initiatives. The group discussed that an all employee survey would be the best mechanism to elicit input from all levels as to where to focus talent development initiatives.

The Talent Development Initiative (TDI) consists of a variety of components such as: Stretch assignments, Coaching / Mentoring, Exchange Program (shadowing in different departments), Coursework / workshops on key items such as writing skills, public speaking skills, reporting writing, computer and IT skills, and additional training would be offered at various levels of the organization.

The TDI is multi-faceted, and there is a department head working group in addition to the employee task force. Our group will schedule joint meetings with the department head working group in the future in order to make recommendations jointly to leadership.

As part of the TDI, our taskforce will further explore the topic of talent development from the employee's perspective. We will identify talent development needs, assist in vetting existing ideas, provide input on designing/selecting programs, and help promote the programs to the Employee Council and our departments. Additionally we will review and research best practices.

The upcoming change management training program was discussed as well as an upcoming critical thinking training and it was acknowledged how they both fit in with talent development.

Define Roles and Responsibilities

Natalie – Facilitator

Brody – Agendas and Minutes

Yovana – Research & Support

Team Members – Attend meetings, complete homework between meetings, provide insight, liaise with Employee Council, etc.

Best Practices

Natalie provided a report titled “ICMA IQ Report: Creating a Multidimensional Talent Strategy to Avert Brain Drain and Other Future Disasters.” Some other examples discussed at the meeting included:

- Washoe County Certificate Program
- Sedgwick County Mentorship Program (Becky Eby)
- CA Child Support Association – 4 day leadership academy model
- “Emerging Leaders” Academy

Yovana will continue to research best practices in other agencies and report back to the team

Action Item: Before next meeting, please read the above mentioned article and be prepared to discuss its contents in terms of applicability to Yolo County.

Surveys

Once we have more information about best practices, and have been able to discuss them, surveys will be developed to go out to both employees and leadership within the County to assess which are the priorities from both perspectives. More to come on this topic at the next meeting.

Additional Meetings

All future meetings will be on the 3rd Wednesday of each month from 1:30 to 3:00. We will meet so long as the majority of the group can make it.

Future agenda topics

- **Group Discussion Of Article**
- **Best Practices Report Out (Yovana)**
- **Surveys**