
MINUTES

TALENT DEVELOPMENT WORKGROUP
FEBRUARY 24, 2016 1:30 TO 3:00 PM
CHILD SUPPORT SERVICES – 100 WEST COURT STREET – DOWNSTAIRS CONFERENCE ROOM

Present:

Sarah Quezada, Public Health; **Kevin Martyn**, Agriculture & Standards; **Tracie Olson**, Public Defender's Office; **Lana Shramenko**, HHSA; **R.C. Smith**, District Attorney's Office; **Sandra Paschal**, Human Resources; **Suzanne Ramalia**, Sheriff's Department; **John Young**, Agricultural Commissioner/Sealer of Weights & Measures; **Makayle Neuvert**, HHSA; **Jenna Jae Templeton**, Clerk-Recorder-Assessor; **Kayla Nick-Kearney**, Intern

Not present: Natalie Dillon, Child Support Services; Aundrea Garvin, Child Support Services; Amy Dyer, HHSA

Logo/branding update (Makayle)

- Makayle gave us some background: we collected information from group, submitted ideas to 99 designs, collected information from select team members, sent out 3 polls to the whole team and feedback was provided. The average ranking in each set of 8 was used to choose finalists. We confirmed these are the ones we want in the finalists team
- The team discussed and made comments on what needed to be refined for each finalist, narrowing down the list
- Removed first two designs-felt too corporate, removed third-arrow did not translate well, fourth-looks too much like sports logo, #5-darken subtext and take away lightning bolt, can we do this in capitals?, #10 like the hierarchy but not the color or the YES font
#11-could we do the thought bubble with growth image
#6-change font to script, could include the rest of the team name or stand alone
- Narrowed it down to 4 the next step is to send our new ideas and now do we have core group or have everyone respond within a timeline? Makayle or Kayla email it and send timeline? Should be able to send a poll. The list of ideas generated in the meeting: Courage, opportunities, growth, employee development, supported, learn, grow, achieve, excel, talent development team, maybe an acronym: Yolo Employees Succeed: YES, ambition, assistance, achievement

- *Action item: Makayle will communicate with the designers and ask for 10 days to allow the group to respond.*
- *Action item: The group will use the ideas generated to vote on what they like best by March 4.*
- *Action item: Makayle will confirm the finalized logo.*

Website update

- Kayla looked into Yolo Training Academy adoption and background resources
- Kayla has done background research into resources
- Kevin has updated changes to the site

- *Action item: **Kevin, McKayle and Kayla** will continue streamlining the site map*
- *Action item: **Kevin, McKayle and Kayla** will link Yolo Training Academy in anticipation of InFor replacing the page it links to.*

INFOR update (Sandra)

- They had the first four day session with Jenna there and it included an overview of three modules that are implemented: performance management, goal planning-organizational all the way down to individual goals, and the learning management module. They will be implemented down the line (5 month project) with the consultant's help. The plan is for less than a week per month of training over 5 months. March 7 is the next training and the trainer delves deeper each month. They are also looking into succession planning module.
- They are currently aggregating data from focus groups which will then be brought back to team, near end of March
- *Action item: **Sandra** will continue to update us.*
- *Action item: **Sandra** continues to create focus groups for the competencies.*

Parking lot (Kayla)

- Kayla informed us of the creation of a parking lot, to be added into the end of the minutes. This will house any ideas the group feels should be discussed further but are not pertinent to the current agenda item.
- *Action Item: **Kayla** will update parking lot in each month's minutes.*

Charter update

- The team was going to sign the charter because a final version had been agreed upon. However, there was some confusion as to how the YES TEAM's work applied to promotions and lateral development.
- The team decided to wait to sign the charter until it had been read through again by the new members and the logo could be added.
- *Action Item: **New members** will read the charter and **Natalie** will add the logo.*
- *Action Item: **The team** will sign the charter.*

Next meeting

- Wednesday, March 23, 1:30-3 p.m., County Administration Building, Room 106

Future agenda topics

Parking Lot

- Education Fair (Sandra)
- YES TEAM launch
- What does the action chain look like between YES TEAM plans and HR implementation?