
MINUTES

TALENT DEVELOPMENT WORKGROUP
FEBRUARY 22, 2017 1:30 TO 3:00 PM
100 WEST COURT STREET, CHILD SUPPORT SERVICES, DOWNSTAIRS CONF ROOM

AGENDA ITEMS

Present: Dave Brown, Chris Crist, Amy Dyer, Lana Shramenko, Kim Villa, Makayle Nuevert (now assigned to HR), Gina Rowland, Suzanne Ramalia, Natalie Dillon, Tracie Olson, Will Ferrier, Raymond Rivera

Gina will follow up with the Departments that are not represented to get new members. Missing representatives from Probation, Financial Services, General Services, and County Counsel

Charter Discussion

Purpose – suggestion – to add “and engagement” of the county workforce.

Membership – Strike the first sentence and edit the second sentence so that it includes “interested YC employee”. The YES Team strives to have at least one interested Yolo County employee from each Department and/or division to participate as a member.

Member Responsibilities

2nd bullet – change manger to manager

2017 Objectives – should we have objectives in the charter? Yes, so that we revisit the objectives annually.

Member Agreement

Change Member Agreement to Team Members

Remove John Young

Remove the signature line section

Employee Engagement Survey

Meeting was scheduled, but was impacted by the OES Evacuation so did not have broad participation. It will be rescheduled.

HR has typed Department results – including Department specific narrative responses; each Department will receive a flash drive (with YES team logo) with Department results, an action plan, resources and other supporting documents. Departments will use the action plan by having an employee workgroup evaluate the results and develop a plan to improve Department outcomes. Department teams may do additional data gathering. The recommendation is that teams are voluntary and represent all levels of the Department. The team would make a presentation to a leadership panel (with criteria specified for inclusion in the presentation), proposing what they want to do in their Department. The leadership panel can identify similarities and overlap to possibly support departments to share resource and collaborate. The panel can also approve the employee engagement funds. The Department works on the project if approved, and then come back a year later and report on what they found, lessons learned. Possibly structure a Challenge Award type of recognition. This concept has not been run by the Department Head group yet due to the rescheduled meeting. It was noted that previous discussion had been that the YES team approved the Employee engagement funds. Should the YES Team be included on the Leadership Panel? The team needs to have an appointed leader. The leader should get training on facilitation and other

techniques for success. Gina would provide the training. Every team should be assigned a coach outside of their Department to provide advice. HR would assist in identifying and coordinating the coaches. The YES team representative can assist in championing this effort within the Department. A position was advocated that the YES Team be the selection panel, as opposed to a leadership panel. Another suggestion was to have an informal non Board of Supervisors chambers presentation that is memorialized with pictures, etc. for the first year. Second year do a Board of Supervisors chamber presentation. Gina gave an example of a situation where an employee based group really rocked the concept/presentation. Will suggested that we leave the decision of where the presentation is made until after we see the employee groups.

Agreement - that the Leadership Panel will be the YES Team with CAO office representative(s). The year later results presentation by the employee team will be a more formal presentation to the Board of Supervisors, CAO, incorporating the Challenge Award concept.

Gina will put in the Employee Engagement folder under Talent Development the criteria for the presentation. There was concern expressed that some departments may not want make a presentation.

Pitch grants – should all requests be funded? It was agreed that not all may be worthy. It should be a competitive process. Measure of success is movement in the category of the survey. Add language in the Employee Engagement Fund document to create more flexibility about grant amount, etc.

Work plan Deliverable Weighting

Each team member is asked to identify top 3 initiatives on the objective document. 3 being the best (most points) 1 is the least favorite (i.e. 3rd choice). Send to Will by Thursday close of business.

Difference Maker Page

Tracie and Suzanne want to tweak the page to highlight the opportunities to make a difference in the community, i.e. volunteer at the Food Bank, be a CASA volunteer. Build on the page and add it to the framework that is already there. The team supported the concept. Suzanne and Tracie will continue to develop and implement the concept. Makayle will solicit all employees for things that employees are doing in our community.

