
MINUTES

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

AGENDA ITEMS

Present: Will Ferrier, Natalie Dillon, Ginger Hashimoto, David Estrada, Suzanne Ramalia, Chris Crist, Kim Villa, Makayle Neuvert, Rachelle Gayton, Dave Brown

Will reviewed the agenda and the plan for the meeting. Suzanne asked to have Difference Makers page added to the agenda.

Will saved the work plan PPT on the I Drive, Talent Development Folder.

The team reviewed the PPT – and decided to create subcommittees for each objective. The subcommittee will identify a priority per objective and then develop an action plan. Kim reminded the team that we wanted to re-word the objectives as they are currently written that the YES Team will “provide” all of the objectives.

Sub committees will be established for each objective. The sub-committee will qualify and update the objective statements. Each group will be asked to present in a 5 minute report at the next meeting the time, cost, resources, and expected value of each priority item. There was acknowledgement that there would be overlap between groups. Will agreed to develop and share report template for the sub committee’s use.

Objective #1 & 4 – Makayle, Will, Chris

Objective #2 – Gina, John/David B.? (David will ask John if he will be replacing him on this pre-existing committee), Natalie, Rachelle, Tracie,

Objective #3 – Makayle, David E., Suzanne, Gina,

Objective #5 – Kim, Ginger,

Objective #6 – Kim, Rachelle,

YES Team members who are not present for the meeting are asked to review the objectives and volunteer for at least one. Once an objective has been selected, notify the other members that you want to join.

Engagement Survey

Natalie referenced the recent all employee email and gave a high level overview of the process. She asked the committee members to study the countywide results so that at our next meeting we can develop an action plan. Natalie will follow up with Gina regarding whether we are going to share the countywide narrative results to the YES Team members.

Communication Plan

Natalie suggested that we update the Communication Plan to be a broader plan beyond the web pages. Makayle said we have analytics on the pages and can tell which pages are most popular. She said she is planning on doing a monthly training academy email to all employees. She has mapped out the rest of the year, including quarterly leadership updates, difference makers, etc. Suzanne suggested that monthly at the YES Team meetings we talk about which things we should be highlighting.

Makayle added that the website subcommittee needs to meet, create content and market the content. Chris will share her Friday email content with the YES Team members to help facilitate broader sharing amongst all department employees. Makayle has communication plan components already developed. She will talk with Gina and Vanessa to determine whether the existing plan can be used and or modified, or if another approach is necessary.

Video

Natalie complimented HR on their work with the employee video. It was a great example of the diversity of work that gets done by county employees and really demonstrated how much employees like their jobs. The committee agreed that we should post the whole video on the Difference Maker page, and also break it up and post it by section – maybe using the HULU model. Makayle will work with Mark Jones and Jenny to post.

On Line Learning System Pilot

Will shared he had a conversation he had with Kevin Yarris and Patrick Blacklock, where a suggestion was made to pilot Lynda.com. Chris suggested that we could open up testing beyond a small sample group.

Makayle mentioned that Linked In Learning is a robust solution too.

Strength Finders – There is another group lead by Jesse Salinas to move forward. Natalie, Makayle, Chris and others are involved. The YES Team will be updated.

Makayle referenced she is looking at CSA – Customer Service Advantage, a customer service consulting and training company to possibly bring in 3rd party customer service training for Yolo County employees. She said she is working on better understanding the budget and cost aspects of county wide training. More to come.

David B said that LCW – Leibert Cassidy Whitmore - offers many good supervisory training opportunities, liability, performance evaluations. There is a big consortium of counties that work closely with these law firms. Makayle thought they might be used for Departmental training. Makayle will look into this further.

Difference Makers

Suzanne asked for Department employees who volunteer in Yolo County. She wants a picture, name, Department, volunteer organization, and paragraph – email to Suzanne

