
MINUTES

TALENT DEVELOPMENT WORKGROUP
APRIL 26, 2017 1:30 TO 3:00 PM
100 WEST COURT STREET, CHILD SUPPORT SERVICES, DOWNSTAIRS CONF ROOM

AGENDA ITEMS

Present: Natalie Dillon, Carolyn West, Tracie Olson, Rachelle Gayton, Amy Thurman, Gina Rowland, Chris Crist, Vanessa Gonzales-Lee, Suzanne Ramalia, Dave Brown, David Estrada, Makayle Neuvert, Will Ferrier

Guest: Carolyn West

Yolo Performance

Carolyn West made a presentation to the YES Team regarding Yolo Performance Model, and facilitated the group's review of the 5-step Performance Measurement Walkthrough. The primary purpose of the YES Teams' understanding of the Yolo Performance Model is to assist Departments in integrating it into their Department proposals for Employee Engagement Funds.

Gina suggested that the YES Team create a performance measure on employee engagement. Carolyn suggested that survey results could be a part of the measure outcomes. It was agreed that we will not do this at this juncture, but focus on the objectives (pillars).

Departments have been asked to form their Employee Engagement teams. There was agreement to support their teams through training for team facilitators (if wanted). Gina is willing to provide that training. Call out to the Department to find out who their facilitator is (names given to Gina during meeting). Gina will reach out to those Departments not represented, and will offer training to all facilitators.

It was agreed that YES Team members would help provide the support to the other Department teams, (i.e. support the facilitator and listen to proposed action item ideas, help them assess whether ideas are realistic, whether they are likely to receive support, help if there are no ideas – troubleshoot) Will and Amy opted out given current workload. It was noted that a couple of members haven't been at the last few meetings and may not be informed enough to provide the needed support. Members should be familiar with the employee engagement survey, the survey process, engagement fund and process to request money.

Action Item: Gina will work with Carolyn to record and post a video recording of her Yolo Performance presentation on the Yolo Website.

Action Item: Makayle will work with Carolyn to update the Yolo Performance page on the Yolo website.

Action Item: Gina will reach out to each of the Departments (not present during today's meeting) to identify the facilitators of each the Department Employee Engagement teams and offer facilitation training.

Employee Engagement Survey

Gina said that it was thought that this group and HR would look at a couple of areas of focus where we scored lower and make them focus areas for this group for the coming year. She noted that we have already incorporated many of these in our objectives. She reviewed some of the indicators from the survey. Specifically that only 48% of our employees feel valued. Another low area is having clearly defined goals and objectives. Gina

said that our work in the performance evaluations should help employees better understand their goals and objectives. 63% felt no strategy in place for career development. Organizational Communication is an area that also needs focus. There was brief discussion on the value of Patrick Blacklock's all employee emails. There was also discussion about the amount of information that is included on the 75 YES Pages and acknowledgement that this is a clear way for us to focus on communication. It was agreed that we need to keep our pages fresh and available and that we will have a standing agenda item to address web content and create accountability of committee members.

Action Item - Next meeting Makayle will provide a crash course (30 minutes) on updating the website.

Objective Review

Objective 3 – Competencies – Suzanne Ramalia

Suzanne noted that the sub-committee edited the language in the objective statement. They noted that there is some cross over with other objectives. She walked us through a handout for this objective. Agreed to rework the line that speaks to digital badges to instead - explore digital badge implementation and cohesive explanation of the functionality. She will also revise note on the back of the handout.

