



Business Plan | 2019



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The **YES TEAM** is a dedicated group of Yolo County employees who believe **Yolo Encourages Success through Talent, Engagement, Assistance, and Motivation.** YES Team members represent various departments throughout the County. Their work is to create programs, initiatives, opportunities, and resources that fosters the growth and engagement of their fellow employees.

In this plan, you'll see an in-depth look into Yolo County's Mission, Vision, and Values. You'll meet the YES Team members. Most importantly, you'll read thorough summaries of the YES Team's Work Plan Objectives; an explanation of our current projects and efforts the YES Team is focusing on to support Yolo County's greatest resource: It's employees.



Natalie Dillon

**Director
Yolo County Child Support Services**

Interested in joining the YES Team or have questions? Send us an e-mail to:

yesteam@yolocounty.org

Want to explore YES Team resources? Visit our website at:

www.yolocounty.org/yesteam

We look forward to working with you!

"The task of leadership is not to put greatness into people, but to elicit it, for the greatness is there already."

John Buchan

Mission and Vision

County Mission

The Yolo Way

*Making a difference
by enhancing the quality of life
in our community.*

HOW WE MAKE A DIFFERENCE

As Yolo County employees, we recognize this is a great place to live and work. We are committed to doing right by others through public service and maintaining the trust of our residents and peers. Together, we will continue to foster a healthy, supportive and professional environment, striving always for excellence.



SERVICE



PERFORMANCE



INTEGRITY



RESPONSIBILITY



INNOVATION



TEAMWORK

YES Team Mission

To promote, create and develop programs, initiatives, opportunities and resources that foster continuous development and engagement of the County workforce.

YES Team Vision

To inspire all County employees to feel passion, purpose, belonging and commitment to their jobs and the organization.

County Core Values

 <p>Yolo County Core Values</p>	<p>We make certain that the best available assistance is provided to the client/customer/consumer.</p>
 <p>Yolo County Core Values</p>	<p>We embrace challenges and opportunities and demonstrate the pride of ownership in the work that we do for the County.</p>
 <p>Yolo County Core Values</p>	<p>We set a standard for fairness and equality in the workplace and inspire others to meet that standard.</p>
 <p>Yolo County Core Values</p>	<p>We know that our work reflects on the work of others and on the reputation of the County as a whole.</p>
 <p>Yolo County Core Values</p>	<p>We encourage creativity in others and challenge patterns of thinking in a supportive and enthusiastic manner.</p>
 <p>Yolo County Core Values</p>	<p>Our teams motivate others to share ideas and practices, and participate in opportunities for improving the delivery of services throughout the County.</p>

2018 Yolo County Employee Engagement Survey Data



- Our most recent Employee Engagement Survey was conducted in August and September of 2018. In total, 1,045 employees, or 54% of all employees, participated.

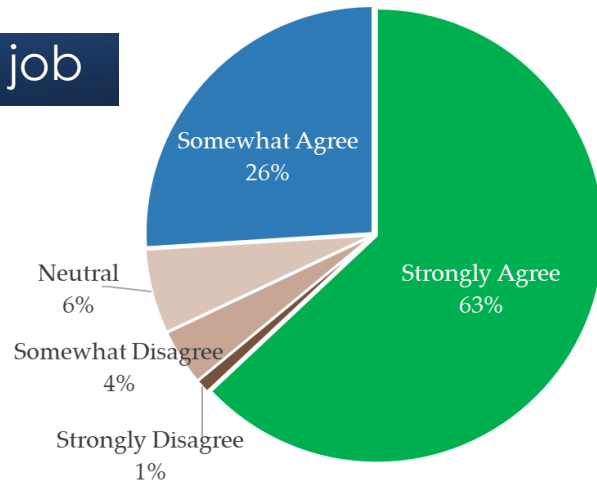
- Employees from Agriculture, County Administration, Child Support Services, Community Services, County Counsel, Financial Services, General Services, Health & Human Services, Library, Probation and Public Defender departments participated.

- The **most affirmative** survey responses were “I am focused on serving the public with integrity”, 98%; an increase of 6% over 2016. “I am fully engaged in my job”, 90%; an increase of 13% over 2016.

- The **least affirmative** responses were “My department has adequate staff to get the work done”, 38%; an increase of 10% over 2016. “There is clear constant communication between departments”, 45%; an increase of 23% over 2016.

I'm fully engaged in my job

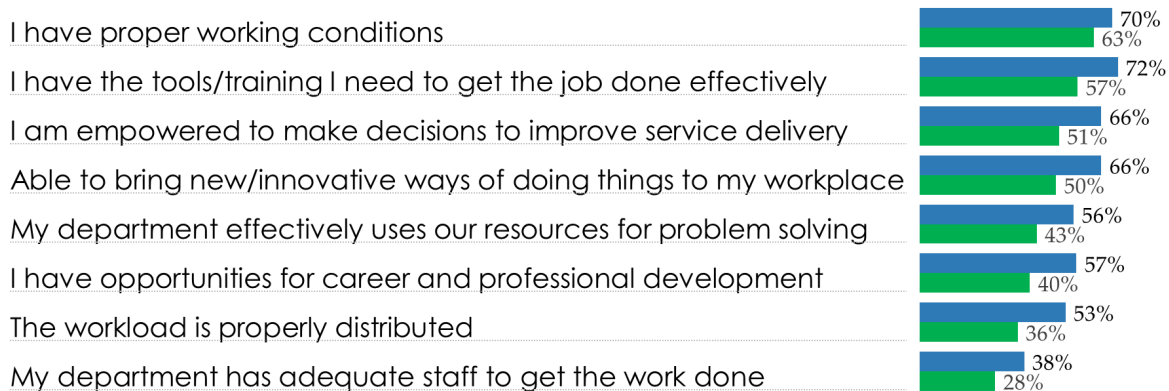
9 out of 10 surveyed employees affirmatively report "I'm fully engaged in my job".



Engagement Drivers



Working Environment



Percent who Agree or Strongly Agree.

2016 responses in Green, 2018 responses in Blue.

Strategic Alignment



2016-2019 Strategic Plan

The Strategic Plan Goals and priority focus areas for 2016-2019 are supported by the following guiding principles of Operational Excellence:

- ★ Advance innovation
- ★ Collaborate to maximize success
- ★ Provide accessible, fiscally sound, dynamic and responsive services
- ★ Strategically align our organization
- ★ Engage and empower both our residents and County workforce



Thriving Residents

- ❑ Implement Community Health Improvement Plan
- ❑ Develop and implement strategies to reduce homelessness
- ❑ Expand best practices in programs benefitting children



Safe Communities

- ❑ Develop coordinated continuum of care ranging from prevention through intensive services
- ❑ Implement proactive, coordinated code enforcement effort
- ❑ Ensure robust disaster emergency management program
- ❑ Identify and address service delivery and critical infrastructure needs in unincorporated communities



Sustainable Environment

- ❑ Ensure water reliability
- ❑ Identify and implement sustainable parks system model
- ❑ Identify countywide waste reduction strategies
- ❑ Update and implement Climate Action Plan



Flourishing Agriculture

- ❑ Ag land preservation
- ❑ Facilitate connections between growers and buyers
- ❑ Develop strategies, including a concierge approach, to nurture new ag/ag tech businesses
- ❑ Align workforce development efforts with ag and food system employer needs



Organizational Priorities	Tools Required
<ul style="list-style-type: none"> • Facilities and space planning (Capital Improvement Plan) • Implementation of InforSystem and Talent Development programs • Countywide implementation of Yolo Performance and related dashboards • Law & Justice case management system development and implementation • Outreach/education on county programs and services 	<ul style="list-style-type: none"> • Data-driven, evidence-based, innovative practices, i.e. trauma-informed practices • Efficient and effective information technology systems • Effective allocation of resources to services • Collaboration among departments and with partners • Internal departments appropriately staffed to support organization • Engaged County workforce

The Strategic Plan Goals and priority focus areas for 2016-2019 are supported by the following guiding principles of Operational Excellence:

- ★ Advance innovation
- ★ Collaborate to maximize success
- ★ Provide accessible, fiscally sound, dynamic and responsive services
- ★ Strategically align our organization
- ★ Engage and empower both our residents and County workforce



The YES Team has developed their 2019 Objectives to support the guiding principles of Operational Excellence, outlined in the Yolo County 2016-2019 Strategic Plan. Through a consistent development of reliable training programs; more engaging performance evaluations; and helping employees' professional growth; we hope to empower our County workforce. Here is an overview of our objectives, with expanded information on the following pages:



2019 Objectives

Training

Support quality, cost-effective training and development opportunities designed to increase individual and organizational productivity and enrichment while maximizing talent potential.

Performance Evaluations

Act as an advisory body for implementation of the performance appraisal/evaluation module and develop related resources.

Competencies

Support the building of a culture around the identified core competencies through communication, training, and performance evaluations.

Professional Development

Maximize career potential for all employees.

Mentorship

Establish an effective mentorship program.

Wellness

Build a culture that prioritizes Workplace Wellness by means of creating supportive short-term offerings and ongoing programs that provide incentives, education, and fun.

Training

Objective 1

Support quality, cost-effective training and development opportunities designed to increase individual and organizational productivity and enrichment while maximizing talent potential.

Implement new Talent Management Learning & Development system to replace existing Yolo Training Academy

Invest in online and in-person training

Inventory and review existing content and build resource library of courses

Develop new content and new trainers

Partner with other agencies for joint trainings

Support cross-departmental interactions, connections, and collaborations

Develop a team or other method to evaluate training offerings

Support early adopters of StrengthsFinder training

Collect documents and resources and add to applicable core competency focus area on YES webpages

Where feasible, promote strengths-based approaches through Inside Yolo feature articles and news



Performance Evaluations

Objective 2

Act as an advisory body for implementation of a new performance appraisal/evaluation module and develop related resources.

Develop philosophy, definitions, processes and forms for performance appraisals, goal setting, and individual development plans

Communicate new performance appraisal philosophy and process to County leadership and employees

Define ideal performance evaluation process

Refine goal-setting process

Obtain feedback and buy-in from supervisors, managers, and department heads

Meet and confer with bargaining units

Develop training and resources for evaluators and employees

Develop implementation, marketing and communication plan.



Competencies

Objective 3

Support the building of employee culture around the identified core competencies through alignment of County values, communication, and training.

Culture

Build core competency training into the onboarding plan

Support Human Resources in developing core competency based interview questions to be included in a publically shared and promoted interview guide.

Communication

Utilize YES Team webpages and Inside Yolo homepage tools to promote culture building efforts (e.g. page content, relative news items, feature articles, learning resources, et cetera).

Create a multi-media video to describe and promote Yolo County's concept of competencies through the lens of our County values.

Utilize and support use of LinkedIn to post articles and references related to core competencies

Training

Support development of a digital badge training series for each S.P.I.R.I.T value showcasing the use of core competencies.



Professional Development

Objective 4

Maximize career potential for all employees.

Create a Career Resources for County Employment Opportunities Page

Update County Careers page to allow keyword search for class specs and open job opportunities.

Compile and post a listing of class titles & categorize by degree required for reference by job seekers.

Develop Talent Exchange Program

Develop Talent Exchange Program document with eligibility criteria.

Engage county leadership with the Talent Exchange Program.

Market and implement program to the County.

Build a Career Development Webpage for Inside Yolo

Identify career development resources, mobility options, and expand on career development services.



Mentorship

Objective 5

Support countywide mentor pilot program and coordinate for the future of the program.

Continue Pilot Year of Mentor Program

Support mentors and mentees enrolled in program.

Conduct quarterly meeting with mentors to share information.

Prepare logistics for graduation.

Request feedback, support, and participation from prior mentors and mentees.

Following Years of the Mentor Program

Develop follow-up marketing of program to encourage for the next year.

Revise the mentor guidelines as determined in pilot year feedback.

Revise necessary forms.



Wellness

Objective 6

Build a culture that prioritizes Workplace Wellness by means of creating supportive short-term offerings and ongoing programs that provide incentives, education, and fun.

Establish Wellness Program

Update YES Team webpages to include Workplace Wellness and create a location to share upcoming Wellness related classes, events, and news.

Explore developing a Workplace Wellness policy.

Create a presence at the Employee Benefits Fair to provide instructor-led classes, such as body weight workout, yoga, and mindfulness.

Implement Wellness Initiatives

Facilitate an Employee Wellness Challenge. This points-driven challenge would encourage employees to increase physical activity, sleep 7-0 hours per night, and drink more water each day.

Host Healthy Eating Lunch & Learn events with cooking demonstrations.

Identify safe walking routes around County buildings and share route information on the Wellness page.



YES Team Website



We've spruced up a bit.

In 2018, we launched a redesigned the YES Team website to be quicker and easier to use, and for easier navigation on mobile and smart devices.

New YES Team Home

About YES

Meet the YES Team

Mobile-friendly page navigation

Yolo County YES TEAM


[General Government](#) > [General Government/Agreements](#) > [Human Resources](#)

YES - YOLO ENCOURAGES SUCCESS!

Yolo County is committed to supporting an environment in which employees feel a true sense of passion, purpose, belonging, and commitment to their job and organization. The YES Team, a.k.a. *Yolo Encourages Success through Talent, Engagement, Assistance, and Motivation*, was formed to focused on employee engagement and professional development.

The Team's purpose: create programs, initiatives, opportunities, and resources that foster the continuous development and genuine engagement of the County's workforce.

About The Team

Our Objectives

News & Updates



Difference Makers



Employee Engagement



Leadership



Onboarding



Professional Development



Talent Management

Yolo Training Academy & Resources

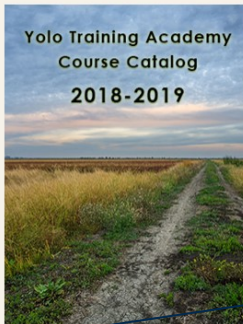
Training Academy

[General Government](#) » [General Government Departments](#) » [Human Resources](#) » [YES Team](#)

The YES Team supports the County's training efforts by promoting the annual employee training course catalog, and by sharing a wide variety of learning materials and resources.

- Yolo Training Academy (YTA) courses are focused on a set of core competencies or behaviors that every employee is expected to embody and cultivate. Training is organized under these key areas in order to develop and strengthen skills important for operations, leadership, and personal advancement.
- Other valuable training is offered to support employee well-being and equip them with the tools to support the mission and S.P.I.R.I.T. values of Yolo County.
- Mandatory training details are easily accessed through the link below and are further highlighted under Employee Onboarding.
- Finally, for additional resources inspired by YES Team areas of focus, check out the resources listed below. These books, videos, websites, professional associations, and more are shared to further encourage YOUR success.

Got a resource to suggest? Let us know by clicking on the form links in the listings below.



Current Course Catalog

Mandatory Training Resources

[Register For A Course](#)

[Mandatory Training](#)

[Professional Associations](#)

Training History and Course Registration

Recent YES Team News

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News And Updates

Yolo County YES TEAM



[General Government](#) » [General Government Departments](#) » [Human Resources](#) » [YES Team](#)

YES TEAM NEWS & UPDATES

In addition to work in key objective areas, the YES Team continually strives to tell the story of all the great things happening in Yolo County around employee engagement and professional development. Explore the current and archived news stories below. **Subscribe** to receive news and updates delivered to your email inbox. Contact us to share stories of your own.

Search News & Updates

(All Categories)

Archived News

Mentor Program Boot Camp is a Success!
01/02/2019 9:00 AM

2018 Employee Engagement Survey Results Are In!
12/12/2018 12:07 PM



Subscribe to eNotifcations

Meet the YES Team



Natalie Dillon
Child Support Services



James Anderson
Child Support Services



Suzanne Ramalia
Yolo County Sheriff



Brittany Peterson
Health & Human Services



Makayle Leigh
Human Resources



Sameen Tariq
Health & Human Services



Tracie Olson
Public Defender



David Brown
Department of Agriculture



Tonia Murphy
General Services



Amberlene Hernandez
Public Defender



Carrie Matthews
Health & Human Services



Armando Salud
Assessor, Clerk - Recorder,
Elections



Robert Reisinger
Financial Services



Scott Love
Library



Kimberly Villa
Community Services



Alberto Lara
Human Resources



Rachelle Gayton
Probation Department



Phil Pogledich
County Council



Jenny Brown
Human Resources



Strengths Finder Training



Employee Engagement Presentations



Train the Trainer Course

