

Operational Excellence Work Plan

Goal: Operational Excellence

Outcome	STRATEGIES
Improve workforce management and training	Implement comprehensive onboarding process for new employees
	Enhance current employee recognition programs
	Establish training and toolkit for supervisors
	Implement Learning Management and Performance Appraisal systems
	Evaluate and develop recommendations to improve employee recruitment efforts
	Evaluate opportunities to grow existing university partnerships
Continuously improve financial practices and increase employee financial competency	Train staff on budgeting and financial practices
	Centralize and clarify roles for procurement practices
	Enhance outcome based budgeting
	Assist departments in developing their own long term financial forecasts
Improve technological infrastructure and services	Establish separate IT department lead by a Chief Technology Officer
	Conduct a gap analysis of County technology systems and staffing
	Provide courses for employees on existing tech systems
	Develop the IT Innovation Fund policy
	Increase electric vehicle infrastructure
Increase data sharing capabilities	Implement HHSA pilot of Business Intelligence system
	Evaluate HHSA pilot and consider expanding to additional departments
Increase internal and external collaboration	Conduct an evaluation of existing countywide committees to establish an inventory and determine any recommendations
	Increase advertisement of Yolo 211
	Develop and implement Yolo County branding
	Determine format for staff to share skills and successful projects
Increase organizational efficiency	Update County policies and procedures
	Reevaluate the county telecommuting policy
	Develop robust CQI program
	Develop project management training and resources
Improve facility maintenance and safety	TBD
Improve organizational culture	TBD (strategies would include internal diversity and inclusion practices, employee engagement, etc.)
Enhance County operations to address COVID-19 long term impacts	TBD (strategies would include telecommuting policies, fiscal needs, etc.)

Red: Indicates proposed addition