INNOVATION playbook for government change agents

Scaling a culture of leadership and innovation in California State Government

PEOPLE. PROCESS. TECHNOLOGY. 2018

Managing Executive Sponsor: ORA Systems, Inc.

NGO Executive Sponsor: apsea asian pacific state employees association

Executive Agency Sponsor: CalGovOps California Government Operations Agency

Executive Departmental Sponsor: FTB Est. 1993 — State of California Franchise Tax Board

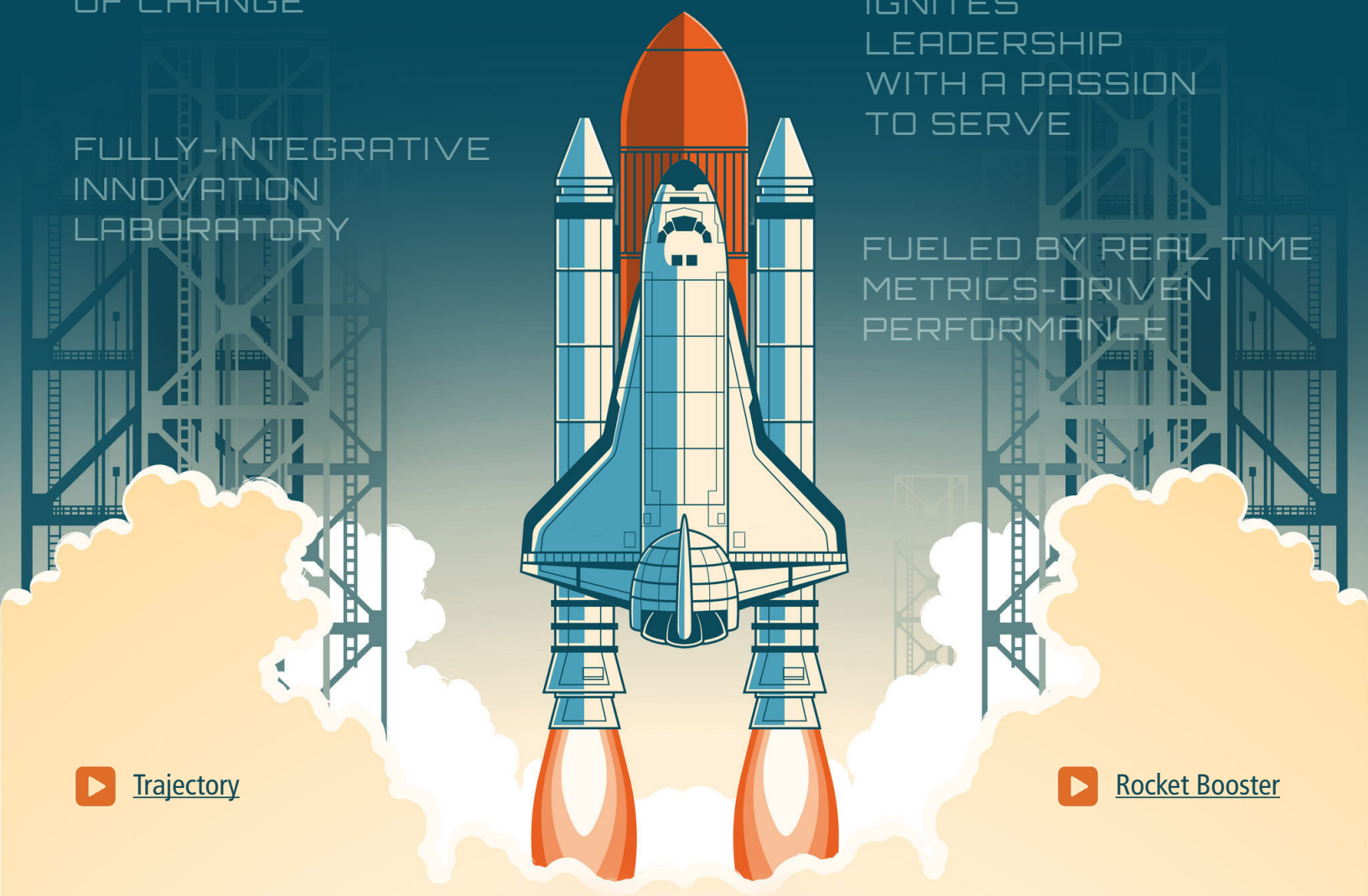
Executive Host Sponsor: DGS California Department of General Services

ACCELERATING ENVIRONMENTS OF CHANGE

IGNITES LEADERSHIP WITH A PASSION TO SERVE

FULLY-INTEGRATIVE INNOVATION LABORATORY

FUELED BY REAL TIME METRICS-DRIVEN PERFORMANCE



Trajectory

Rocket Booster

Cal-IPGCA Innovation Lab Flight Plans 8 am - 5 pm

August 9	Cal-IPGCA Pre-Launch Flight Training
August 16	Cal-IPGCA Launch: 8 Step Path Innovation Flight Training - Teamed Moonshot Development
September 13	Flight-Path Training: Real Time Change Management and Leadership - Teamed Moonshot Development
October 11	Flight-Path Training: Risk Management & Risk Aversion - Teamed Moonshot Development
November 8	Flight-Path Training: Re-entry Calibration - Teamed Moonshot Development
December 6	Approach and Landing Day of Innovation - 2018 Cohort Graduation

Executive Host Sponsor State of California, Department of General Services, 707 Third Street, West Sacramento, CA 95605

TABLE OF CONTENTS

1 Purpose

2-3 Executive Leadership

4-5 Board of Advisors

6-7 Innovative Cycle

8-9 LMS Curriculum

10-11 LeadershipEnergizes360! Cal-IPGCA Facilitation Assistant

12 Cohort Schedule

13 Logistics-Value Cal-IPGCA Applied Training Opportunities, Applied Skills Learned, Deliverables

14 Cal-IPGCA Alumni Association

15 Cal-IPGCA Leadership

PURPOSE

Applied Training Environment

The INNOVATION PLAYBOOK is structured as a 360° applied training environment. Trainees toggle between monthly classroom training and applied experiential learning within their work environment. Integrating and synergizing participation across all levels of government – from entry level to senior executives, innovation teams come together to develop specifically targeted projects or programs that meet key challenges identified by the State of California agency leaders.

- Scales *real time innovation pipelines and playbooks*…a culture of innovation
- Meets the State of California's biennial leadership training requirements. (GC 19995.4. – Effective July 1, 2016)

Designed for…

- Line staff who are rising stars with management potential
- First line supervisors
- Middle managers executives
- Executive leadership

Creating a multi-generational, multi-cultural and multi-professional environment. Integrating and synergizing participation across all levels of government – classroom and work environments.

Authentic. Fluid. Agile. Scalable.

EXECUTIVE LEADERSHIP

Roles and Responsibilities

Pathfinders Our executive sponsors have spent their careers in public service as pathfinders – risking to chart the unchartered territory of leading innovation in government.

Strategists Cal-IPGCA is complex from the perspective of transcending departmental, cultural and programmatic boundaries within state service. Retrofitting the dynamic integrated systems of Cal-IPGCA into the siloed environments of government has created an adept capacity to "build the plane while flying" – within the program structure itself and then through deploying this strategy and skill to our trainees. *Our motto: Tell, Show, Let, Help.*

Goal Setters As pathfinders and strategists establishing the goals that fuel metric-driven outcomes is both an art and a science that is honed through the iterations of innovating the Cal-IPGCA program.

Stewards As frontline leadership in State Government, Cal-IPGCA Executive Sponsors serve to enhance the performance of government and the range opportunities for current and future state employees. Our focus: to deliver great results to Californians. We're creating a culture of innovation that transforms – a blueprint for the State of California, our country and our world!

Innovation Playbook Curators We serve in the curation of Cal-IPGCA's Individual and programmatic Innovation Playbooks that demonstrate the outcomes and ROI of our training cohorts. These playbooks become the foundation of subsequent cohorts.

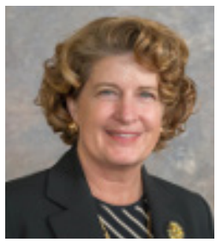
EXECUTIVE LEADERSHIP

Executive Managing Sponsor

ORA Systems, Inc.

Rebekah Christensen
CEO, ORA Systems, Inc.
Program Chair

Executive Agency Sponsors



California Government Operations Agency

Kathleen Webb
Director, Eureka Institute, Government Operations Agency, Cal-IPGCA Advisory Board Co-Chair

Stuart Drown
Deputy Secretary, Innovation and Accountability, Government Operations Agency

Executive Host Sponsor

Department of General Services

Daniel Kim
Director, Department of General Services
Featuring: Director Kim's 8-Step Path to Achieving Innovative Outcomes in Government

Executive Departmental Sponsor

Franchise Tax Board

Selvi Stanislaus
Executive Officer, Franchise Tax Board

Executive Non-Governmental Organization (NGO) Sponsor

Asian Pacific State Employees Association

Alicia Wong
APSEA President, NGO Executive Chair, Branch Chief, Technology Office of Digital Innovation, Department of Technology

Tell, Show, Let, Help.

2018 BOARD OF ADVISORS

Jei Africa
Director, Office of Diversity and Equity, County of San Mateo

Robert A. Barton
Commissioner
California Parole Board

Marybel Batjer
Secretary, Government Operations Agency

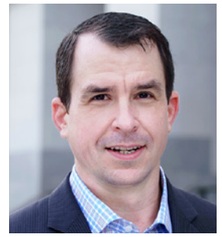
Rhonda Basarich
Chief, Office of Fiscal Services, Department of General Services

Jamie Callahan
Director, External Affairs, Office of Governor Edmund G. Brown, Jr.

John Chiang
Treasurer,
State of California

Keith Christensen
Co-Founder - COO
ORA Systems, Inc.

Rebekah Christensen
Co-Founder - CEO
ORA Systems, Inc.



Paul Danczyk
Director of Executive Education, USC Sol Price School of Public Policy

Stuart Drown
Deputy Secretary
Innovation and Accountability
Government Operations Agency

Diana Dooley
Secretary, California Health and Human Services Agency

Joseph A. Farrow
Chief of Police
UC Davis

Mark S. Ghilarducci
Director, California Governor's Office of Emergency Services

Richard Gillihan
Director, CalHR

Scott Gregory
Deputy Director, Office of Digital Innovation, CA Department of Technology

Martin Hoshino
Administrative Director, Judicial Council of California

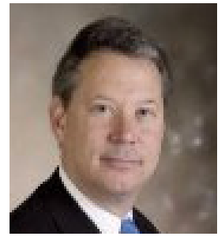
Darby Kernan
Legislative Representative, California State Association of Counties

Daniel Kim
Director, Department of General Services

John Laird
Secretary, California Natural Resources Agency

Dean Lan (Retired) - Deputy Director, California Dept. of Health Care Services, Senior Advisor, APSEA

Linda Ng
Past-President, Asian Pacific State Employees Association



John Nilon
Alumni Trustee
CSU Bakersfield

Angelica Quirarte, "Angie"
Assistant Secretary for Digital Engagement, Government Operations Agency

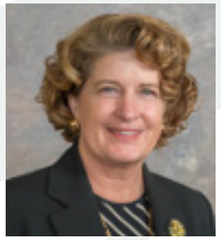
Jean Shiomoto
Director, California Department of Motor Vehicles

Selvi Stanislaus
Executive Officer,
Franchise Tax Board

Maeley Tom
Member, California State Personnel Board

Amy Tong
Director and State CIO,
CA Department of Technology

Jeff Uyeda
Executive Partner, Fi$CAL (Retired); APSEA Past-President; President, Jeff Uyeda Associates



Kathleen Webb
Assistant Secretary, Innovation & Accountability, Government Operations Agency

Alicia Wong
APSEA President;
Branch Chief,
Technology Office of Digital Innovation,
Department of Technology

Joe Xavier
Director, California Department of Rehabilitation

Roles and Responsibilities

Advisors: The Cal-IPGCA Advisory Board serves as the front-line conduit for outreach to State of California leadership and our state's workforce. They support the program by contributing the key challenges that create the program's Innovation Priorities (IP's).

Advocates: As Cal-IPGCA Advocates, the Advisory Board is instrumental in promoting the awareness for Cal-IPGCA within their departments. They are our education partners, guiding the performance of Cal-IPGCA at key junctures.

Educational Partners: To heighten capacity of generating a culture of innovation, the Cal-IPGCA Advisory Board assures the program's trainees represent cross-generational, cross-cultural, cross-professional and cross-organizational involvement of the state's workforce.

Change Challengers: As state leadership, the Cal-IPGCA Advisory Board serves a critical dual function as "**Change Challengers.**" Providing strategic advisory, each training class kicks off with a two-hour interactive "Change Challenge Forum" where the Cal-IPGCA Innovation Priorities are analyzed in cross-governmental platforms. This strategic advisory is then integrated by the program's trainees in guiding their moonshot projects.

INNOVATION CYCLE

"Innovation is turning an idea into a solution that delivers Value"

Cal-IPGCA Continuous Innovation Cycle

The engine of Cal-IPGCA is fueled by the dynamic interaction that exists between 8 distinct program areas that function interdependently in real time. To enhance real-time innovation, Cal-IPGCA's organic approach breaks through silos to cross-pollinate people and resources across all participating departments and agencies.

EXECUTIVE SPONSORS: CAL-IPGCA'S six executive sponsors are pathfinders leading the deployment of government innovation. They're strategists adept at the real time skill of "building the plane while flying." As goal setters and idea-makers they deliver metric driven results that substantiate transformation and performance. As stewards they advance the human potential of state employees and organizations. Their overarching vision is delivering great results to Californians.

- Pathfinders
- Strategists
- Goal Setters – Idea Makers
- Stewards

Innovation

PROGRAM MANAGEMENT: Cal-IPGCA Program Management Team bridges the functions of the executive sponsors into the real time program structure. As catalysts they fortify the successes of work in progress, and as facilitators they guide the moonshot projects and the daily activities of trainees. As integrators they cross-pollinate program structures and people to enhance ROI and metrics-driven performance.

- Catalysts
- Facilitators
- Integrators -Outcomes

BOARD OF ADVISORS: The Cal-IPGCA Board of Advisors serves as the front-line outreach conduit to State of California leadership and our state's workforce. They support the program by facilitating the key challenges identified that serve as the program's Innovation Priorities (IP's).

- Advisors
- Advocates
- Educational Partners
- Change Challengers

CHALLENGE FORUMS: The IPGCA Board of Advisors are "Change Challengers". In Q&A Forums, they are "visioneers" for the reimagining of government – what can be as opposed to what has been. They ignite and inspire the innovation teams by providing strategic insight and wisdom.

- "Visioneers"
- Navigators
- Mentors

INNOVATION PRIORITIES: Cal-IPGCA'S Innovation Priorities (IPs) focus on the most critical Enterprise-Wide Challenges facing state government in California. The inter-dependencies between IPs formulate pipelines that enhance holistic performance outcomes.

- Critical Enterprise-Wide Challenges

2018: Six Innovation Priorities

MOONSHOT TEAMS: Cal-IPGCA trainees are imagineers and innovators of moonshot outcomes that attempt to bring exponential rather than incremental improvement. Trainees participate as one community in a secure enterprise-wide platform: KollaborNation. As "Kollabornators," trainees construct a metrics driven-mooonshot innovation process to achieve outcomes.

- Trainees
- Imagineers
- Innovators
- "Kollabornators"
- Result Producers

Moonshot Innovation Process

Innovation

EXPERIENTIAL LEARNING: Cal-IPGCA deploys the GovOps-CalHR 9 Leadership Values through work-based LMS Training modules. The 41 5-Minute Training Modules feature state leadership as they articulate a lesson that trainees must then "incubate" as applied outcomes – demonstrated in their personal and professional lives and teamed innovation projects. Individual Innovation Playbooks document results!

- Deploys Values
- Embeds-nurtures
- Incubates Application

Full Curriculum: Page 8

GovOps-CalHR Leadership Values

CAL-IPGCA ALUMNI ASSOCIATION: Training doesn't end when the class is over. Cal-IPGCA Alumni Association member trainees can become advisors that support our executive sponsors and board of advisors. They can become mentors to enhance the educational experience of new trainees. They can train as program facilitators, building critical skillsets that place them as leaders of innovation and change.

- Advisors
- Mentors
- Facilitators

LMS CURRICULUM

Experiential Learning: LMS Based GovOPS-CalHR Leadership Values

Cohort 2018 Curriculum

Video lesson 1: May 15, Communicate Effectively "We Can Do New Things New Ways", Marybel Batjer, Secretary, GovOps

Video lesson 2: May 16, Inspire and Engage "Think Expansively About Your Moonshots", Daniel Kim, Director, DGS

Video lesson 3: May 22, Develop Others, "It's My Work, Not My Job", Kathleen Webb, Director, Eureka Institute, GovOps

Video lesson 4: May 23, Foster a Ream Environment, "You Are the Most Important Element of Our Economy", John Chiang, Treasurer, State of California

Video lesson 5: May 24, Exhibit Personal Credibility, "Synergizing Who I Am With What I Do", John Laird, Secretary, Natural Resources Agency

Video lesson 6: May 29, Build Collaborative Relationships, Let the Status Quo Go", Karen Ross, Secretary, CDFA

Video lesson 7: May 30, Improve Our Organization, "The Constant of Life is Change', Mark Ghillarducci, Director, CalOES

Video lesson 8: May 31, Achieve Results, "Mapping Together", Selvi Stanislaus, Executive Officer, FTB

Video lesson 9: June 5, Model Good Governance, "Why We Do What We Do", Bob Barton, Commissioner, California Parole Board

Video lesson 10: June 6, Communicate Effectively, "One Govt, One Language, One World", Kathleen Webb, Director, Eureka Institute, GovOps

Video lesson 11: June 7, Inspire and Engage, "Innovation Pipeline", Scott Gregory, Deputy Director, Office of Digital Innovation, CA Department of Technology

Video lesson 12: June 12, Develop Others, "Diversity, Environments that Value People", Jei Africa, Director, Office of Diversity and Equity, County of San Mateo

Video lesson 13: June 13, Foster a Team Environment, "Clean Canvas of a Service Industry", James Waterman, Senior Director of Global Engagement, One Concern, Inc.

Video lesson 14: June 19, Exhibit Personal Credibility, "Unlimited Nature of Human Potential", Keith Christensen, COO, Co-Founder, ORA Systems, Inc.

Video lesson 15: June 20, Build Collaborative Relationships, "Nothing About Us With Us", Joe Xavier, Director, DOR

Video lesson 16: June 21, Improve Our Organization, "A New Generation Workforce", Kathleen Webb, Director, Eureka Institute, GovOps

Video lesson 17: June 26, Achieve Results, "Space for Innovation", Marybel Batjer, Secretary, GovOps

Video lesson 18: June 27, Model Good Governance, "Advancing the Diversity…", John Chiang, Treasurer, State of California

Video lesson 19: June 28, Communicate Effectively, "When the Right Answer Isn't Politically Correct", Diana Dooley, Secretary, CHHS

Video lesson 20: July 10, Inspire and Engage, "Revolution to Serve", Scott Gregory, Deputy Director, Office of Digital Innovation, CA Department of Technology

"LMS training made me start my day off on the right side of the bed! It was quick and easy. I also loved that I could access it on my smartphone. The opportunity to hear from highly motivating executives from State Government was so inspiring. It made me self-aware of my actions and I had a daily reminder to improve and focus on creating better leadership habits. In my case, it inspired me to improve and be a better person in both my professional life and personal life."

– Joni Hamblin, Education and Documentation Unit - California Governor's Office of Emergency Services

Video lesson 21: July 11, Develop Others, "Diversity and Inclusion", Dean Lan, Director, ORA Systems, Inc.

Video lesson 22: July 17, Foster a Team Environment, "Teams Are Like Minded People…", Michele Steeb, CEO, Saint John's Program for Real Change

Video lesson 23: July 18, Exhibit Personal Credibility, "ABC's of Leadership", Joseph Farrow, Commissioner, CHP, (Retired)

Video lesson 24: July 19, Build Collaborative Relationships, "Blurring the Lines…", Mark Ghillarducci, Director, CalOES

Video lesson 25: July 24, Improve Our Organization, "How Can I Do It Better", Maeley Tom, Member, California State Personnel Board

Video lesson 26: July 25, Achieve Results, "How Do You Build Accountability?", Mark Ghillarducci, Director, CalOES

Video lesson 27: July 26, Model Good Governance, "Blowing Up the Model", Richard Gillihan, Director, CalHR

Video lesson 28: July 31, Communicate Effectively, "One of the Risks We Can Take Is…", Bekah Christensen, Co-Founder, CEO, ORA Systems

Video lesson 29: August 1, Inspire and Engage, Barriers or Opportunities", Joe Xavier, Director, DOR

Video lesson 30: August 2, Develop Others, "Hope and Redemption", Bob Barton, Commissioner, California Parole Board

Video lesson 31: August 7, Foster Team Environment, "The Whole is Greater Than The Sum of Its Parts", Martin Hoshino, Administrative Director, Judicial Council of California

Video lesson 32: August 8, Exhibit Personal Credibility, "Creating High Performance Culture", Richard Gillihan, Director, CalHR

Video lesson 33: August 14, Build Collaborative Relationships, "It Can't Change All at Once", Jamie Callahan, Director, External Affairs, Office of Governor Edmund G. Brown, Jr.

Video lesson 34: August 15, Improve Our Organization, "How to Create a Culture of Innovation", John Nilon, Alumni Trustee, CSU Bakersfield

Video lesson 35: August 16, Achieve Results, "The More Diverse the Structure…", Diana Dooley Secretary, California Health and Human Services Agency

Video lesson 36: August 21, Model Good Governance, "Curiosity…", Paul Danczyk, Director of Executive Education, USC Sol Price School of Public Policy

Video lesson 37: August 22, Communicate Effectively, "Mutual Respect…", Matt Rodriguez, Secretary, CalEPA

Video lesson 38: August 23, Inspire and Engage, "Are You a Thermostat or Thermometer", Bob Barton, Commissioner, California Parole Board

Video lesson 39: August 28, Develop Others, "Finding the Possibility in Others", Joe Xavier, Director, DOR

Video lesson 40: August 29, Foster a Team Environment, "Innovation In An Entire…", Tim Dupuis, CIO, Alameda County

Video lesson 41: August 30, Exhibit Personal Credibility, "Overcoming We Have Always Done It That Way", Marybel Batjer, Secretary, GovOps

LEADERSHIP ENERGIZES 360!

USC Price
Sol Price School of Public Policy

Great leaders energize!

The **Leadership Energizes 360-**degree assessment is designed for current and emerging leaders to aid in professional development. This web-based assessment measures leadership impacts as a snapshot in time across three broad areas: Individual Behavior and Characteristics, Group and Team Processes, and Organizational Context. The online tool begins with a self-assessment and collects observations from peers, supervisors, and subordinates. Results are reported across the three broad areas and broken down by observer type, allowing participants to analyze and reflect based upon their strengths and opportunities for improvement as perceived by themselves and others. Learn more at www.leadershipenergizes.com

$550

Coaching Schedule:
August 27-31 and Sept 24-28, 2018

- The 2nd post-series coaching schedule is designed to integrate a path for applying what was learned.

Note: This fee represents a significant discount for Cal-IPGCA Trainees from USC/Price's typical coaching fee structure.

EXECUTIVE COACHING: What is coaching?

Executive coaching facilitates applied professional growth and is included in this year's Cal-IPGCA. Over the course of two, 45-minute spot coaching sessions, participants will work with a certified coach, using the **LeadershipEnergizes360!** results as a starting point. Executive coaching focuses on the present and future self. While some background is necessary, executive coaches will not analyze or try to diagnose psychological behaviors—this would be counseling. Instead, the conversation evolves to help you better understand yourself, internal and external obstacles, strengths, and professional goals. The coaches will challenge the discussion through active listening, and the conversation only goes where the participant chooses to take it. The two sessions are one-on-one and confidential.

Paul Danczyk
Director of Executive Education,
USC Sol Price School of Public Policy

Cal-IPGCA Facilitation Assistant

We know that facilitation is more than a practice—it's a solution. Facilitation soft skills are essential to the success of individuals, teams, customer relationships, and the delivery of constituent services—these skills truly represent an enterprise-wide need! Cal-IPGCA facilitation instruction sets itself apart from other training, as training is conducted in tandem with the Cal-IPGCA Program. We live in a real-time world where change is a constant. We train facilitators (and the trainees they oversee) to thrive in this environment at the forefront of change and innovation in government

$2850

Note:
A prerequisite for acceptance as a candidate is the completion of Cal-IPGCA Cohort 2017.

Elite
– Accepts and trains only 6-candidates annually

Distinctive
– Facilitation Assistants work hand-in-hand and are mentored by our trained Cal-IPGCA facilitators.

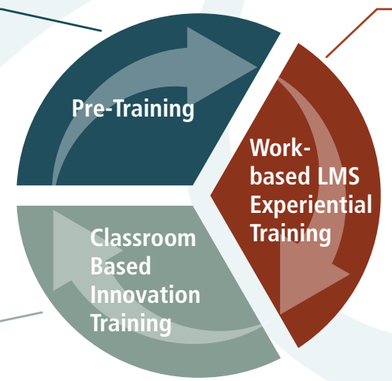
Applied – Real-Time
– Skills learned in the 12 hour intensive pre-training environment are then honed across a 5-month classroom and work-based leadership and innovation program – The California Innovation Playbook for Government Change Agents (Cal-IPGCA)

Sponsored
– Cal-IPGCA under the Executive Sponsorship of the Government Operations Agency, the Department of General Services and the Franchise Tax Board.

Hybrid
– Unlike other facilitation training, Cal-IPGCA Facilitation Training is a hybrid in that 85% of this 80-hour training program is carried out in applied manner in tandem with the Cal-IPGCA 5-Month Training Series. (We prioritize on-the-job training!)

Cal-IPGCA Facilitation Pre-Training: Adaptive (Hybrid) Facilitation Training

– 8 Components
– 12 Hours
– Pre-Training Outline: "Being and Doing"
- Team Interdependency-Unleashing Knowledge
- Managing You to Guide Others
- Time Management
- Integration: Hearing all Voices
- Dignity & Respect vs. Dysfunctional Behavior
- Visual Capture – Key Agreements
- Learning Integration
- Innovation Learning Circles



Gov-Ops/CalHR Leadership Values Training: 5 Modules Per Value

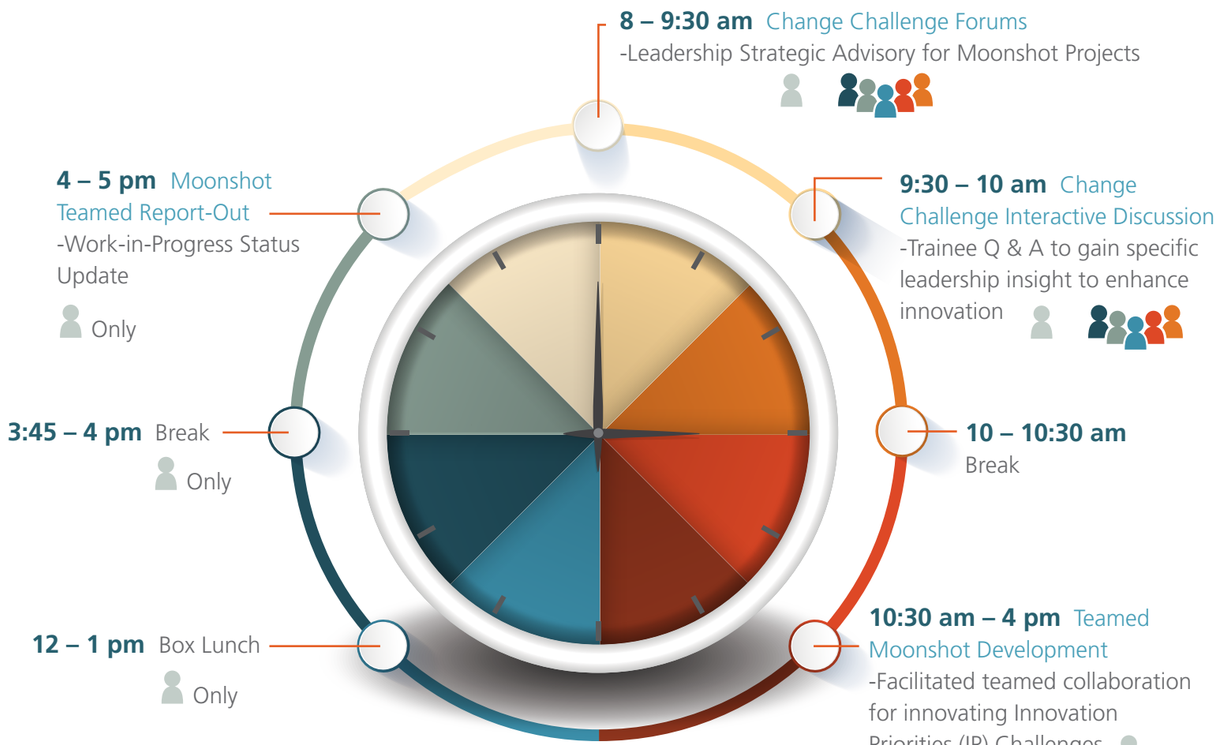
– 9 Values
– 41 Standard Modules + 4 Optional Modules
– Conducted Tues-Wed-Thurs over 5-Months
– 14 Hours – Across 5 Months
– Leadership Values – Curriculum
- Communicate Effectively
- Inspire and Engage
- Develop Others
- Foster a Team Environment
- Exhibit Personal Credibility
- Build Collaborative Relationships
- Improve Our Organization
- Achieve Results
- Model Good Governance

Continuous Cycle Innovation: The engine of Cal-IPGCA is fueled by the dynamic interaction that exists between 8 distinct program areas that function interdependently in real time

– 48 Hours – Across 5 Months – Innovation Cycle
- Executive Sponsors
- Program Management
- Board of Advisors
- Challenge Forums
- Innovation Priorities
- Moonshot Teams
- Experiential Learning
- Cal-IPGCA Alumni Association

COHORT SCHEDULE

INNOVATION LAB TRAINING SCHEDULE: August 16, September 13, October 11, November 8, 2018



TUE-WED-THUR: Cal-IPGCA LMS Experiential Learning
-Real-Time application of GovOps-CalHR Leadership Values
5-Minute Training Video + Follow-up Quiz

24-7: Online KollaborNation Community Platform
-Offsite Moonshot Development – Discussion Forums

LEGEND

Full-Time Trainee

Part-Time Work-Based Trainee

INNOVATION LAB TRAINING SCHEDULE: August 9 & December 6, 2018

August 9 **8 am – 5 pm Pre-Launch Flight Training**
8 am - 3:30 pm: Providing an A-Z "Flight Plan" for Cal-IPGCA 2018 Cohort
3:30 pm – 5 pm: Trainee Speed Networking with Cal-IPGCA Program Leadership

December 6 **8 am – 5 pm Day of Innovation**
8 am - 3:30 pm: Teamed Moonshot Project Outcomes - Innovationist Presentations
3:30 pm – 5 pm: Cal-IPGCA Graduation Ceremony

Cal-IPGCA Applied Training Opportunities – Applied Skills Learned – Deliverables

Meets the State of California's biennial leadership training requirements. (GC 19995.4. – Effective July 1, 2016)

Designed for: Line staff who are rising stars with management potential | First line supervisors | Middle managers executives

$2850 FULL-TIME TRAINEE		$495 PART-TIME: WORK-BASED TRAINEE	
62 Professional Training Hours (PTH)	Hours	38 Professional Training Hours (PTH)	Hours
August 9: Pre-Launch Flight Training	8	August 9: Pre-Launch Flight Training	8
August 16: Flight Path Innovation Training - 8 Step	8	August 16: AM Change Challenge Forum Only	2
September 13: Flight Path Innovation Training	8	September 13: AM Change Challenge Forum Only	2
October 11: Flight Path Innovation Training	8	October 11: AM Change Challenge Forum Only	2
November 8: Flight Path Innovation Training	8	November 8: AM Change Challenge Forum Only	2
December 6: Day of Innovation - Graduation	8	December 6: Day of Innovation - Graduation	8
Day of Innovation Project Presentation	√	N/A	
Day of Innovation – Innovationist Presentation	√	N/A	
Experiential Learning LMS Training	14	Experiential Learning LMS Training	14
Completion Certificate	√	Completion Certificate	√
*Teamed Moonshot Innovation Playbook	√	*Teamed Moonshot Innovation Playbook	√
*Individual Playbook - Experiential LMS Training: 30 – 220+ Page Individualized Playbook based on trainee's participation	**62 PTH**	N/A	**38 PTH**
Optional Add-on USC 360 Performance Evaluation + Executive Coaching Cost: $550 (Additional) Value: $1100		N/A	
Qualification for Subsequent Facilitation Program: Open to Six Full-Time Trainee Graduates	√	NA	
One on One Meetings with Key Leadership	√	N/A	
Solo and Teamed Presentations to Key State Leadership	√	N/A	
Free Membership in the Cal-IPGCA Alumni Association -Opportunity to serve as an Alumni Association Officer	√	Free Membership in the Cal-IPGCA Alumni Association -Opportunity to serve as an Alumni Association Officer	√

Applied Skills Learned: Real Time Leadership and Innovation | Public Speaking | Team Building | Cross-department Collaboration | Cross-department Innovation Project Development | Innovation Process Life-Cycle

Deliverables: Cohort-wide Individual Playbooks (representing full-time trainees) | 6 Innovation Projects based on 6 Enterprise-wide Innovation Priorities | Cohort Enterprise Innovation Playbook

Launching the Cal-IPGCA Alumni Association!

Background: ORA Systems, Inc., along with three executive sponsors – California Government Operations Agency (GovOps), the Department of General Services (DGS) and the Asian Pacific State Employees Association (APSEA) – continue to surpass their goal to enrich the lives of state employees. The California Innovation Playbook for Government Change Agents (Cal-IPGCA) supports transformation and develops collective and individual leadership potential throughout the five-month cohort experience.

The inception of Cal-IPGCA began in 2012 under a different banner known as the Navigating Leadership Program (NLP). However, the goal is the same, which is to generate a real-time understanding and intrapreneurship through leadership, innovation, and creativity. The established framework allows trainees to expand their leadership capacity to create moonshots for enterprise-wide challenges facing state agencies. The final cohort projects introduce a solution to an enterprise challenge facing state organizations. The outcomes and moonshots from the cohort teams provide a roadmap for future cohorts.

Formation: The 2017 Cal-IPGCA cohort was extremely inspired by their access, and interaction with various leaders throughout the state. The dynamic style of collaboration experienced throughout the five-month training impressed upon them that change is possible within state government. Therefore, collectively they voted to create a Cal-IPGCA Alumni Association.

The Alumni Association is a formal group lead by a President, Vice President, Secretary, and Communications Officer. The Association will have Bylaws, and a Mission, Vision and Values statement. The scope of activities will include continuous work with the Executive Sponsors, the Board of Advisors, and Cal-IPGCA cohorts. The Association will have six meetings that will be scheduled 10-days after the cohort's in-class eight-hour training sessions.

What to expect? The Cal-IPGCA Alumni Association will have an on-going leadership presence in the 2018 Cohort. The Alumni Association provides leadership opportunities for Cal-IPGCA graduates to continue his or her participation through opportunities to mentor, and to communicate with the current cohorts through online resources found in KollaborNation. Additionally, there will be networking opportunities, in-person meetings, and follow-up with cohort graduates to provide useful information for those future leaders who seek the advice of members to support their efforts throughout the cohort.

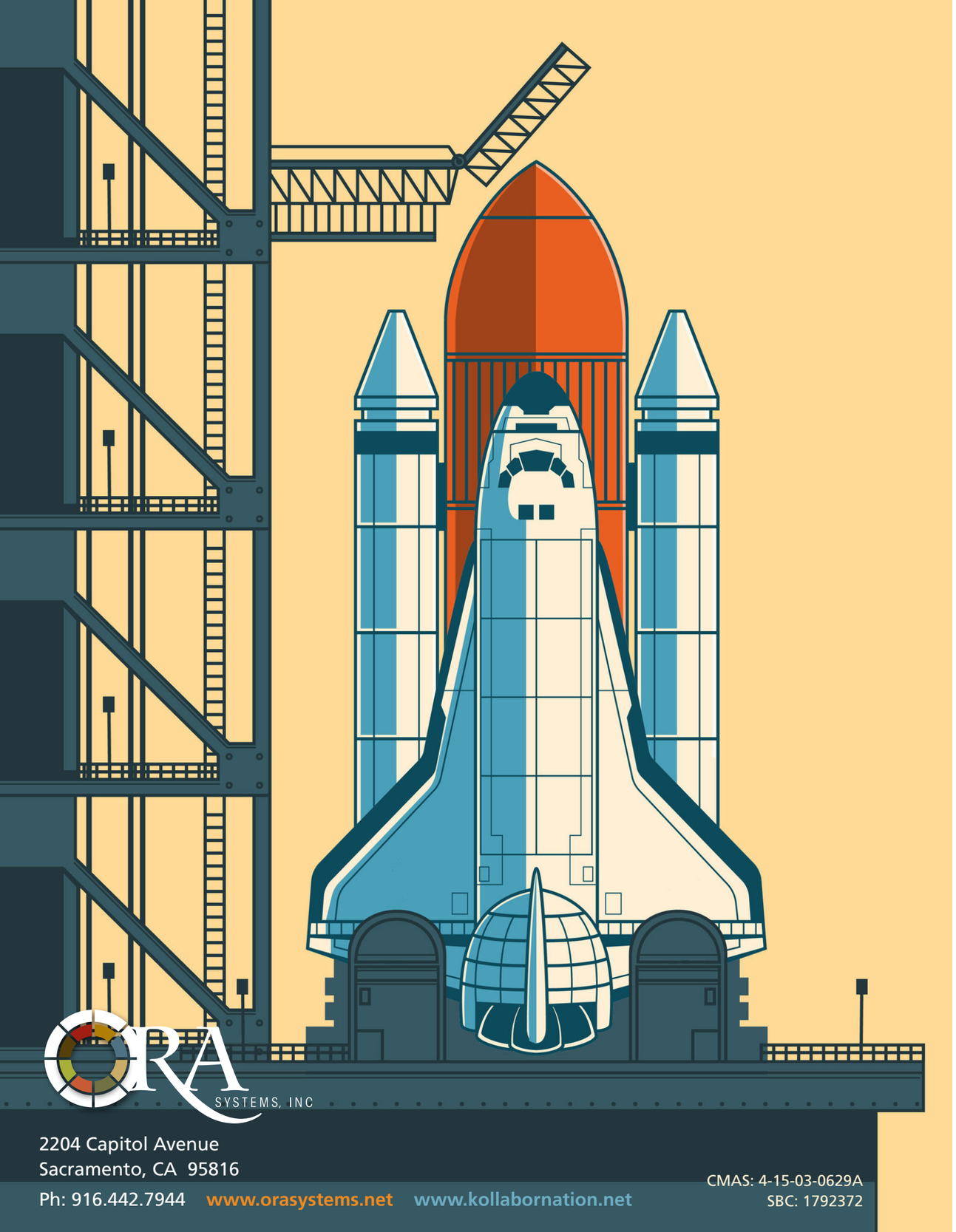
Part-time trainees from 2017 and past Alumni members are encouraged to participate in the Cal-IPGCA Alumni Association.

Cal-IPGCA Leadership…

Cal-IPGCA Leadership is designed to mirror the generational spectrum and cultural diversity of California's 228,000 + employee base and the diversity of society served.

Our hands-on team of leadership is passionate in its mission to have California Government seen as the pioneers of government innovation and intrapreneurship. *As we stand at the forefront of opportunity, it is our vision that our State Government becomes the* ***employer of choice*** *for the next generation leadership entering the stewardship of state service.* ***We see our work as a movement and we're passionate about the transformational outcomes we are achieving as we tap into and advance the vast resource of human potential and organizational potential we are co-creating!***

Insights on Innovation



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