



# 2018

Scaling a culture of leadership and innovation in California State Government

Cal-IPGCA  
2018  
Program  
Brochure

Managing Executive Sponsor



NGO Executive Sponsor



Executive Agency Sponsor



Executive Departmental Sponsor



Executive Host Sponsor



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## 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

Cal-IPGCA is creating a multi-generational, multi-cultural and multi-professional environment. Integrating and synergizing participation across all levels of government, classroom and work environments.

## EXECUTIVE LEADERSHIP

### Roles and Responsibilities

**Pathfinders** Our executive sponsors have spent their careers in public service as pathfinders – risking to chart the uncharted 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.

### Cal-IPGCA Executive Leadership Team

➤ **Executive Managing Sponsor**

Rebekah Christensen, CEO, ORA Systems, Inc., Program Chair



➤ **Executive Agency Sponsor**

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



➤ **Executive Agency Sponsor**

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



➤ **Executive Host Sponsor**

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



➤ **Executive Departmental Sponsor**

Selvi Stanislaus, Executive Officer, Franchise Tax Board



➤ **Executive Non-Governmental Organization (NGO) Sponsor**

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



## BOARD OF ADVISORS

### 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.

### Cal-IPGCA Board of Advisors Team

- **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

## INNOVATION CYCLE

### 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

## 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

### **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-moonshot innovation process to achieve outcomes.

- Trainees
- Imagineers
- Innovators
- “Kollabornators”
- Result Producers

### **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

### **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 and 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
- **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 SOL PRICE SCHOOL OF PUBLIC POLICY

### Great Leaders Energize!

The *Leadership Energizes 360°* 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](http://www.leadershipenergizes.com)

### What Is Executive 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

### Coaching Schedule

**August 27-31 and Sept 24-28, 2018 - \$550**

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



## 2018 CAL-IPGCA COHORT SCHEDULE

### Cal-IPGCA Training Schedule

- **AUGUST 9 (8:00 AM – 5:00 PM) CAL-IPGCA GATEWAY TRAINING:**
  - **8:00 am – 3:30 pm:** Providing an A-Z “Flight Plan” for Cal-IPGCA 2018 Cohort
  - **3:30 pm – 5:00 pm:** Trainee Speed Networking with Cal-IPGCA Program Leadership
  
- **AUGUST 16 (8:00 AM – 5:00 PM) INNOVATION LAB:**
  - **8:00 am – 9:30 am:** Change Challenge Forums: Leadership Strategic Advisory for Moonshot Project s. For full and part-time trainees.
  
  - **9:30 am – 10:00 am:** Change Challenge Interactive Discussion: Trainee Q & A to gain specific leadership insight to enhance innovation. For full and part-time trainees.
  
  - **10:00 am – 10:30 am:** Break
  
  - **10:30 am – 4:00 pm:** Teamed Moonshot Development: Facilitated teamed collaboration for innovating Innovation Priorities (IP’s) Challenges. For full-time trainees only.
  
  - **4:00 pm – 5:00 pm:** Moonshot Teamed Report-Out: Work in-progress status update. For full-time trainees only.
  
- **SEPTEMBER 13 (8:00 AM – 5:00 PM) INNOVATION LAB:**
  - **8:00 am – 9:30 am:** Change Challenge Forums: Leadership Strategic Advisory for Moonshot Project s. For full and part-time trainees.
  
  - **9:30 am – 10:00 am:** Change Challenge Interactive Discussion: Trainee Q & A to gain specific leadership insight to enhance innovation. For full and part-time trainees.
  
  - **10:00 am – 10:30 am:** Break

- **10:30 am – 4:00 pm: Teamed Moonshot Development:** Facilitated teamed collaboration for innovating Innovation Priorities (IP's) Challenges. For full-time trainees only.
  - **4:00 pm – 5:00 pm: Moonshot Teamed Report-Out:** Work in-progress status update. For full-time trainees only.
- **OCTOBER 11 (8:00 AM – 5:00 PM) INNOVATION LAB:**
- **8:00 am – 9:30 am: Change Challenge Forums:** Leadership Strategic Advisory for Moonshot Projects. For full and part-time trainees.
  - **9:30 am – 10:00 am: Change Challenge Interactive Discussion:** Trainee Q & A to gain specific leadership insight to enhance innovation. For full and part-time trainees.
  - **10:00 am – 10:30 am: Break**
  - **10:30 am – 4:00 pm: Teamed Moonshot Development:** Facilitated teamed collaboration for innovating Innovation Priorities (IP's) Challenges. For full-time trainees only.
  - **4:00 pm – 5:00 pm: Moonshot Teamed Report-Out:** Work in-progress status update. For full-time trainees only.
- **NOVEMBER 8 (8:00 AM – 5:00 PM) INNOVATION LAB:**
- **8:00 am – 9:30 am: Change Challenge Forums:** Leadership Strategic Advisory for Moonshot Projects. For full and part-time trainees.
  - **9:30 am – 10:00 am: Change Challenge Interactive Discussion:** Trainee Q & A to gain specific leadership insight to enhance innovation. For full and part-time trainees.
  - **10:00 am – 10:30 am: Break**
  - **10:30 am – 4:00 pm: Teamed Moonshot Development:** Facilitated teamed collaboration for innovating Innovation Priorities (IP's) Challenges. For full-time trainees only.

- **4:00 pm – 5:00 pm: Moonshot Teamed Report-Out:** Work in-progress status update. For full-time trainees only.
- **DECEMBER 6 (8:00 AM – 5:00 PM) CAL-IPGCA DAY OF INNOVATION:**
  - **8:00 am - 3:30 pm:** Teamed Moonshot Project Outcomes - Innovationist Presentations
  - **3:30 pm – 5:00 pm:** Cal-IPGCA Graduation Ceremony

### **Cal-IPGCA LMS Experiential Learning**

Occurs every Tuesday, Wednesday, and Thursday and consists of 5- minute training videos and follow-up quizzes based on Cal-IPGCA LMS Experiential Learning -Real-Time application of GovOps and CalHR Leadership Values.

### **24/7 Online KollaborNation Community Platform**

Offsite Moonshot development and Discussion Forums

## **LOGISTICS AND VALUE**

### **Cal-IPGCA Applied Training Opportunities, Applied Skills and Deliverables**

Cal-IPGCA training meets the State of California’s biennial leadership training requirements (GC 19995.4. - Effective July 1, 2016). Training is designed for line staff who are rising stars with management potential, first line supervisors, middle managers, and executive leadership.

### **Full-time Trainee Value**

- \$2850. Registration Fee
- 62 Professional Training Hours (PTH)
- Day of Innovation: Project Presentation
- Day of Innovation: Innovationist Presentation
- Completion Certificate
- Personalized Teamed Moonshot Innovation Playbook
- Qualification for Subsequent Facilitation Program: Open to Six Full-Time Trainee Graduates
- One on One Meetings with Key Leadership
- Solo and Teamed Presentations to Key State Leadership
- Free Membership in the Cal-IPGCA Alumni Association and opportunity to serve as an Alumni Association Officer

## Part-time Work-based Trainee Value

- \$495. Registration Fee
- 38 Professional Training Hours (PTH)
- Completion Certificate
- Personalized Teamed Moonshot Innovation Playbook
- Free Membership in the Cal-IPGCA Alumni Association and 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

## CAL-IPGCA ALUMNI ASSOCIATION

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!



## BACK COVER CREDITS

### ORA Systems, Inc.

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[www.kollabornation.net](http://www.kollabornation.net)

**Cal-IPGCA Executive Host Sponsor:** State of California, Department of General Services, 707 Third Street, West Sacramento, CA 95605

CMAS: 4-15-03-0629A

SBC: 1792372