

**ca-IPGCA**

# **PEEPS - Cohort 2018**

*“Produce Empowering Environments for People Statewide”*

# What is Employee Engagement?

- ▶ Different from satisfaction
- ▶ Measures:
  - ▶ How meaningful employees find their jobs
  - ▶ How connected they are to their organization's mission
- ▶ Empowers:
  - ▶ Innovation without fear
  - ▶ Excellence in service
- ▶ Engaged workers are involved in, enthusiastic about, and committed to their work & organization

# What's the Problem?

- ▶ State Employees are only “moderately engaged”
- ▶ Engagement declines over first 20 years
  - ▶ Highest in Year 1
  - ▶ Declines in first 4 Years
  - ▶ Declines further over 5 - 20 Years
- ▶ National engagement studies also show low engagement
  - ▶ 13% Actively Disengaged
  - ▶ 53% Not Engaged
  - ▶ 34% Engaged

# Why Do We Care?

## Current Reality

- ▶ Insufficient Engagement
- ▶ Complacency
- ▶ Disempowerment
- ▶ High Turnover
- ▶ Internal & External Silos
- ▶ Disconnected Resources
- ▶ Detachment from Mission

## Future Reality

- ▶ Tools for Career Growth
- ▶ Employees Love Their Job
- ▶ Lead from Mission
- ▶ Sustainability
- ▶ Excellence in Service;  
Getting Back to Center
- ▶ Public Trust and Recognition

# Creating a Culture of Engagement: What Does it Take?



CalHR  
Employee  
Engagement  
Program

## Executive & Management

- Lead Culture Shift
- Coach Managers
- Utilize & Support Staff Strengths



## Employee Driven Engagement

- Personal Responsibility
- Resources
- Connection to Mission, Vision, & Values



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## Networks & Relationships

- IPGCA & Alumni Association
- NXTGOV
- State Employee Associations
- Mentoring

## Tools for Results

- User-Centered Design
- Recommended Reading
- Best Practices
- Managing Up, Down, & Sideways

# Toolkit

## Career Development

- State Competencies
- Classification Career Mapping
- CA Missions, Visions & Values
- Skill Development

## Self-Assessments

- Measuring Engagement
- Best Fit for Mission & Culture
- Strengths Finders
- Needed for Advancement

# How Do We Implement?

## ▶ **Make it Available**

- ▶ CalHR Website
- ▶ Department Intranets

## ▶ **Orient Employees to Resources**

- ▶ Train Supervisors in Available Resources
- ▶ Demonstrate to Staff
- ▶ Add to Onboarding Materials

## ▶ **Encourage Exploration**

- ▶ Support Managers
- ▶ Measure and Monitor Utilization

Do You See  
What's Possible?

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a dynamic, layered effect. The rest of the background is plain white.



