

# Cal-IPGCA GOALS

Cal-IPGCA goals are actioned through a continuum cycle of change where we challenge, we build, we transform and we thrive.



## CHALLENGE:

- Imbue the voices, vision, strategic advisory and wisdom of the Governor's cabinet and key state leadership into all levels of the state's workforce.
- Redefine hierarchy to create a workforce culture where everyone's a leader, everyone has value and voice, and everyone is heard.
- Build a foundation and infrastructure that can generate exponential improvements to address the enterprise challenges facing the State of California.
- Capitalize on California's innovative strength by partnering with our academic and private sector technologists to accelerate government innovation!



## BUILD:

- Harness the disruptive power of igniting exponential improvements in how work is conducted in our organizations and how services are delivered to constituencies.
- Build a community of California government change agents who lead tomorrow's innovative work force.



## TRANSFORM:

- Demonstrate collaborating and co-creating across departmental boundaries and hierarchies.
- Embody and share a common language of leadership and innovation using CalHR's 9 Leadership Values.
- Promote human centered design to meet the needs of the end user.
- Transform ideas into innovative solutions that deliver value and demonstrate measurable results.



## THRIVE:

- Mentor a measurable co-creative and innovative environment of intrapreneurship in state government where engaged employees thrive.
- Establish the State of California as the Employer of Choice and Cal-IPGCA as the Government Innovation Blueprint our country follows!