

Cal-IPGCA Change Challenge Forums



Cal-IPGCA Change Challenge Panels feature state leaders that “Challenge Change” in the State of California. They are a pillar for informing our Cal-IPGCA Training Teams as they advance six enterprise-wide innovation priorities (Moonshot Projects). Facilitated under a moderated Q&A format, they offer our trainees pioneering viewpoints on some of the most difficult enterprise challenges facing the State of California.



playbook for government change agents

RISK MANAGEMENT/ AVERSION PANEL

VIDEO



Zoom



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2017

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18
JUL

July 18, 2017

8:00 AM – 10:00 AM

Location:

Department of
General Services
Zig Auditorium
707 Third Street
West Sacramento

Risk Management - Risk Aversion Change Challenge Panel

Today's leadership panel will address two of Cal-IPGCA's Innovation Priorities, Risk Management and Risk Aversion. As "Change Challengers" for our Cal-IPGCA Innovation Teams, this elite panel will address a wide-range of questions, via a moderated Q & A format. Following the panel, audience questions are invited.

Risk Management Issue: A new approach to the management of risk is needed to ensure that managers at all levels know and understand how to effectively measure and monitor the performance of their program areas and are able to identify Key Performance Indicators (KPI's).

Risk Aversion Issue: A culture of risk aversion permeates state department staffs, which challenges our ability to modernize state government through innovation and improvement efforts.

Moderator



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

Panelists



Stuart Drown
Deputy Secretary
Innovation and Accountability
Government Operations Agency



Joseph A. Farrow
Commissioner, California
Highway Patrol



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



Daniel Kim
Director, Department of
General Services

FREE

Act NOW!

First Come – First Served!

REGISTRATION REQUIRED

More info: Email: ebuckles@orasystems.net

Keynote "Just Ask Why"



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

Time: 10:20 AM – 11:00 AM

Asking "why" allows us understand the BIG questions - human condition, why we do what we do, why organizations do what they do and why communities do what they do.

"Start with Why – Everyone has a Why. Why do you get up in the morning? Why does your organization exist? Your 'Why' is the purpose, cause or belief that inspires you to do what you do. When you think, act and communicate starting with Why, you can inspire others." —Simon Sinek

CHANGE MANAGEMENT, EXECUTIVE RETENTION, AND KNOWLEDGE TRANSFER PANEL

VIDEO 



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**17
AUG**

August 17, 2017

8:00 AM – 10:00 AM

Location:

Department of
General Services
Zig Auditorium
707 Third Street
West Sacramento

Change Management - Executive Retention and Knowledge Transfer

Today's leadership panel will address two of Cal-IPGCA's Innovation Priorities: Change Management ("How Can We Do Better") and Executive Retention and Knowledge Transfer.

Change Management Issue: The state continues to struggle with executing change management to ensure a cost-effective transition of policy, processes, or technology. ECOS is but just one example of a needed system change to establish statewide standards that was met with resistance and challenged enterprise implementation.

Executive Retention and Knowledge Transfer Issue: More than ever, state departments are struggling to fill key leadership positions. This challenge results from two key events:

- The ongoing retirements of the baby boomer generation; and
- Years of underfunding staff and leadership development programs during the budget challenges of the last decade.

Moderator



Stuart Drown
Deputy Secretary
Innovation and Accountability
Government Operations Agency

Panelists



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



Richard Gillihan
Director
Cal-HR



Lindsey Sin
Deputy Secretary
Women Veterans Affairs
CalVet



Selvi Stanislaus
Executive Officer,
Franchise Tax Board

Keynote

The "HOW" on Professional Development

This is an exciting interactive forum designed for our Cal-IPGCA Cohort Trainees, Board of Advisors, Audit Team and guests!

Keynote Paul Danczyk (see above)

Time: 10:20 AM – 11:20 AM



FREE

Act NOW!

First Come – First Served!

REGISTRATION REQUIRED [More info:](#) Email: ebuckles@orasystems.net

Cal-IPGCA Moonshot Update

Time: 11:30 AM – 12 noon

The Cal-IPGCA Cohort Teams 2017 have launched 6 Moonshots predicated on 6 Innovation Priorities identified by the State of California. This update will address work-in-progress and the roles, responsibilities, and opportunities for all our leadership and innovation trainees.



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



playbook for government change agents

IMPLIED BIAS PANEL

[VIDEO](#)



Zoom



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CAL-IPGCA CHANGE – CHALLENGE KEYNOTE PANEL: IMPLIED AND UNCONSCIOUS BIAS

14
SEP

September 14, 2017

8:00 - 10:00 AM

Location:

Department of
General Services
Zig Auditorium
707 Third Street
West Sacramento

[Guest Registration](#)

Moderator



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

Panelists



John Laird,
Secretary,
Natural Resources Agency



Dean Lan, Deputy Director,
California Department of
Health Care Services -
Civil Rights Officer (Retired)



Algerine McCray,
Deputy Director, Civil
Rights, CalTrans (Retired)



Joe Xavier,
Director,
Department of
Rehabilitation

IP Challenge: Identify options and alternative approaches to uncover and mitigate implied and unconscious bias to execute systemic and effective change. Integrate bias awareness options in organizational operations for the purpose of creating inclusive environments in state government and in service delivery to our customers.

Issue: Implicit or unconscious bias involves crafting judgments based on subtle and often unconscious determinations, such as: preconceptions, misinterpretations, micro-aggressions, stereotyping, social inclusion-exclusion, fringe relegation, and prejudice in favor of or against one thing, person, or group compared with another. Communities impacted include:

- The marginalized;
- The public at large;
- Policy makers; and,
- Government agencies, departments and employees that interact with these communities on a regular basis.

Examples of how bias impacts: Bias impacts every level of government and society; starting with recruitment and hiring and continues with day to day operations that govern the effectiveness of organizational operations, environments of inclusion and exchange, leadership and innovation, employee performance, morale, quality of constituent outreach and delivery of public and/or social services, and community – societal health and well-being.

Past "Change Challenge" Panels:

These dynamic panels feature state leaders that "Challenge Change" in the State of California. They are a pillar for informing our Cal-IPGCA Training Teams as they advance 6 enterprise-wide innovation priorities (Moonshot Projects). Facilitated under a moderated Q&A format, they offer guest attendees pioneering viewpoints on some of the most difficult challenges facing the State of California. **On a first-come, first-served basis**, DGS opens its auditorium to State of California Employees to listen and ask questions. We are pleased to feature links to our Cal-IPGCA Change Challenge Panels from July 18 and August 17, 2017.

July 18, 2017 - Cal-IPGCA Risk Management & Risk Aversion "Change Challenge" Panel

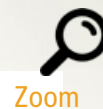
Risk Management - Risk Aversion
July 18, 2017

August 17, 2017 - Cal-IPGCA Change Management, Executive Retention and Knowledge Transfer Panel

Change Management, Executive Retention and Knowledge Transfer
August 17, 2017

DATA-DRIVEN MANAGEMENT AND STORYTELLING PANEL

VIDEO 



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CAL-IPGCA CHALLENGE: Data Driven Management and Storytelling

Issue: In the next few years the Water Boards plan to roll out a new dynamic, open data-driven version of its current management and public "report card" reporting system. New report cards with the ability to allow dynamic executive explanations are needed. Capacity building and data literacy is needed by staff to implement and maintain this new system of reporting.

Challenge: Identify options to develop 4 or 5 pilot report cards fed by open data datasets and 4 or 5 outcome-based, open data-driven explanations from Water Board executives to augment Water Boards' output report cards. Identify options to develop the knowledge, skills and competency in at least three Water Board offices in the areas of executive "storytelling," data literacy, and to produce open data sets for report cards and visual options for report cards and "storytelling."

Example: Ten Water Boards regulate more than 40,000 permitted entities in more than 20 core regulatory programs. They currently have a Data Driven Management program comprised of more than 180 report cards using a static design with relatively thin data layers behind each card. The system does not use open data and does not allow dynamic access to the data. The Water Boards are embarking on a new strategy to use open data and allowing dynamic access to the data. Recent legislation (AB 1755, Dodd) affects this effort in a potentially positive way, but requires coordination with other state agencies.

12
OCT

October 12, 2017

8:00 - 10:00 AM

Location:

Department of
General Services
Zig Auditorium
707 Third Street
West Sacramento

[Guest Registration](#)

Moderator



Brian Wong
Chief Information Officer and
Deputy Director, Information
Systems Division, Department
of Social Services

Panelists



Greg Gearheart
Deputy Director, Office of
Information Management
and Analysis (OIMA), SWRCB



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



Andy Krackov
Vice President,
Data Strategy, Velir



Michael Wilkening
Undersecretary, CHHS



Preparing for Countdown:
The Strategic Steps to your
November 8, 2017 -
"Day of Innovation:
Moonshot Launch!"

Time: 10:30 AM – 11:30 AM

Presented by...



Stuart Drown
Deputy Secretary
Innovation and Accountability
Government Operations Agency



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



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