

# Recognition is a Journey... not a Destination





## Walk of Stars – Day of Innovation Awards Ceremony

[VIDEO](#) 

## Day of Innovation - Photo Montage

[VIDEO](#) 

“In the arena of human life the honors and rewards fall to those who show their good qualities in action.” –Aristotle

- In Cal-IPGCA’s construct, there are no titles and everyone has a voice, everyone has value and everyone is heard. Thus, there is not a hierarchy that defines your participation.
- Before the program starts candidates are asked on the application “why” they want to be considered for the program. In many cases, where executive management chooses participants, this self-promoting paragraph communicating interest becomes a deciding factor on being selected for the program.
- Recognition is about showing up, first for yourself and equally for your team. The program is designed for people at all levels of government that consistently choose to lead from where they stand.
- The formation of innovation teams places trainees within culturally diverse environments with colleagues and peers from across the State of California, consisting of entry-level to executive management. There isn’t a “comfort zone.” It takes courage to contribute your voice and ideas to your team - you are continuously required to stretch your mind and your behavior.
- Each training date ends with a video-taped session demonstrating work-in-progress - for team members and the team. For many this is their first experience with public speaking.

“Don’t work for recognition, but do work worthy of recognition.”

–H. Jackson Brown, Jr.

- Developing the Moonshot projects takes an entire training class into co-creative experiential environments where outcomes that can demonstrate exponential improvement are expected to be achieved.
- Between training classes, teams continue their community on the team’s community-based platform, KollaborNation, where trainees are all given the opportunity to lead discussions and contribute.
- Teams are all given the opportunity to participate with the program’s Executive Leadership in externalized meetings, or to pro-actively identify other state leadership that can enhance the team’s outcome. In voicing these requests, Executive Leadership schedules these meetings.
- Cal-IPGCA part-time, work-based partners are given both challenges and opportunities. They are not involved in the full-day classroom training, but if proactive they can participate with their teamed moonshots as actively as they choose with some choosing to become highly valued team members because of their contributions.
- Across the breadth of the program, trainees are given open-ended opportunity to hone and enhance their skill sets with many choosing to contribute skills that are not utilized in their day-to-day work environment.

## RECOGNITION

“Don’t worry when you are not recognized, but strive to be worthy of recognition.”

–Abraham Lincoln

- Although self-motivated, Cal-IPGCA’s LMS experiential training environment gives everyone the opportunity to embody the Gov-Ops CalHR 9 leadership values that govern all state employment. Within a framework of 41 online classes, trainees “train” with state leaders and immediately apply what they have learned - personally, professionally and in the context of their innovation project. For those choosing this opportunity, this environment creates exponential growth.
- Using the Program’s 8-Step Path to achieving outcomes, Cal-IPGCA teams determine the types of recognition that align with and enhance the performance of their teamed moonshot.
- Full-time trainees are afforded the opportunity to experience the USC 360° Performance Evaluation and Executive Coaching Sessions. This offers the opportunity for self-evaluation and reflection with subordinates, peers and supervisors in conjunction with the executive coaching that for some produced life-changing outcomes that serves far-beyond the environment of this program.

“We will receive not what we idly wish for but what we justly earn.  
Our rewards will always be in exact proportion to our service.”

–Earl Nightingale

- Trainees are given the opportunity to present as “Innovationists.” This is not an assignment, but an opportunity to communicate your personal vision of Innovation at the program’s Day of Innovation.
- Full-time trainees also have the opportunity to apply as protégés that train with Cal-IPGCA Facilitators in a future cohort to become a member of an elite team of innovators charting new territory for state government.
- Cal-IPGCA trainees are taught that graduation isn’t the end of their training environment, but a new threshold of opportunity to expand upon their moonshot project through its implementation within varied environments in government.
- Continued participation through mentorship opportunities are integrated within Cal-IPGCA. As you mentor others, you remain engaged, enhancing your visibility, your skills and your networks of influence.
- There are no boundaries, limitations and barriers for “Recognition” within Cal-IPGCA - the playing field is level and the opportunities to be seen and heard and to contribute exponentially are open-ended!

The Cal-IPGCA Cohort 2017 was honored by State of California Leadership at a “Walk-of-Stars” Awards Ceremony held at the conclusion of the Cal-IPGCA November 8, Day of Innovation.

## RECOGNITION

### **Team 2: Guts & Glory: Risk Aversion**

Moonshot: Create a Culture of Innovation

Mantra: “Just Risk It”



[Zoom](#)

### **Team 1: Transformers: Risk Management**

Moonshot: Strengthening California’s Risk Management Processes

Mantra: “We Got This”



[Zoom](#)

### **Team 3: The Monarchs: Change Management**

Moonshot: Establish the Change Academy to empower and equip employees to drive positive change

Mantra: “Leading with Grace, Flying with Purpose”



[Zoom](#)

### **Team 4: Ice Breakers: Executive Retention – Knowledge Transfer**

Moonshot: “Taking California to new heights by making it the employer of choice.”

Mantra: “Integrity...Collaboration...Efficiency”



[Zoom](#)

### **Team 5: Free Radicals: Implied and Unconscious Bias**

Moonshot: Radically change both the general public’s and state worker’s negative bias of state service.

Mantra: “Catalysts for Change!”



[Zoom](#)

### **Team 6: Flow: Data-Driven Management and Storytelling**

Moonshot: Develop the California Data Action Plan to modernize and regulate data across the many departments through the comprehensive organization, standardization, and management of existing and new data to inform, serve, and protect the people of California through storytelling and accountable decision making.

Mantra: “Be Like Water”



[Zoom](#)



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