

State of California

Cal-IPGCA History 2012-2022

Iterating a History of Government Innovation

Sacramento

Created in 2012, **Cal-IPGCA** has annually iterated improvements as this unique program pioneers government innovation and change. The Cal-IPGCA Association, established by Cohort 2017, has grown to over 60 departments and 1600 employees. United in purpose, we have built a State Agency Collaboration Network (SACNet) that leads California as a human-centered innovation testbed of People, Processes, and Technology. The "People" comprise key CA leadership that work together with a network of public and private sector employees. Our "Processes" hone collaboration critical tools and protocols. And our "Technology" maintains a platform that integrates knowledge, skills, and abilities. Moving at the pace of change, we tackle California's most complex needs through the development and deployment of moonshot projects and programs as well as the co-creation of a statewide value system to drive our mission and vision. Collectively, we are energetically transforming the State of California into Employer of Choice and Go-To Service Providers. The public benefits from this dynamic systemic approach as we increase of opportunity by co-creating **One People, One System, One State, and One World**—a California for all!

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Cohort 2022:

June 9 was the Day of Innovation and Graduation for Cohort 2022 of the California Innovation Playbook for Government Change Agents. It marked the [red ribbon-cutting](#) for integrated deployment of [4 statewide Innovation Projects by a State Agency Collaboration Network \(SACNet\)](#). Sponsored by the [Cal-IPGCA Association](#), more than 200 people, including State Executive Leadership, participated in support of and alongside the graduating Cohort 2022 Trainees:



[SACNet Overview – O.N.E. Wrapper](#)

The O.N.E. Integrators Team—Opening Minds, Networking Agencies, Expanding Connections—prepared an integrated executive summary of the innovative solutions, use cases, and recommended next steps from the Cohort 2022 Moonshot Deployment Plans. The O.N.E. Integrators Team, comprised of representatives from each Innovation Team, facilitated the integration of “People, Process, & Technology” across the four Moonshot Innovation Projects and their Deployment Plans.

[Consolidated Teamed Outcomes](#)



Value Propositions: [Transcript](#)
[Personal](#) – [Organizational](#) – [California](#)

Leadership  Testimonials

Cohort 2021:

“As ‘makers of change’ the challenges we face are a product of change itself. COVID-19 shifted our barometer measuring the understanding that we are One System, One State, One World!” -Cal-IPGCA Association 2021

Cohort 2021 Developed full-scale Moonshot Implementation Plans in preparation of Cohort 2022 Deployment of a State Agency Collaboration Network (SACNet) and SACNet Skills Banks to include a Middle Managers Consortium, a TelePortal and a JEDI Plan (Justice, Equity Diversity and Inclusion.)



Goal: To build a partnership between the Cal-IPGCA Program and the Cal-IPGCA Association for the purpose of co-creating a State Agency Collaboration Network (SACNet) to empower and enable employees to rapidly share knowledge, skills abilities, and resources to foster the agile interagency collaboration essential to deliver a California for all!



[WHAT IS](#) SACNet, the Skills Bank and a testbed?

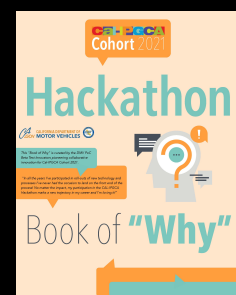
Firsts achieved by Cohort 2021:

- Initial Skills Bank Deployment: [Demo Video](#) highlighting future capabilities.
- Pioneering Proof of Concept ([PoC](#)) Beta Testers
 - [DWR and DMV Partnership](#)

[Consolidated Teamed Outcomes:](#)



[DMV Book of Why](#)



Cohort 2019:

As an “innovation lab” Cal-IPGCA Cohort 2019 created a 360° environment that fosters a safe place to innovate for our trainees where supervisors are invited and encouraged to participate.



[2019 Teams](#)

“Come work for the State of California and change the world! It’s through this kind of learning that you will not just make an investment in yourself, you will make an investment in your colleagues and your department and in your agency...it gets to the heart of what we need to do in state government.”
–**Marybel Batjer, President, California Public Utilities Commission (CPUC)**

- [Executive Summary](#)
- [Comprehensive Outcomes Report](#)
- [Program Components](#)
- [2019 Innovation Priorities](#)

- [Cal-IPGCA 2019 Innovationists](#)
- [Innovation Force](#)

- [Moonshot Project](#)– Team 2: Digi Up Transformers
- [Moonshot Project](#)– Team 3: Cal Together
- [Moonshot Project](#)– Team 4: Code 3
- [Moonshot Project](#)– Team 5: Transforming Silos
- [Innovation Force](#)– Wrap-up and Next Steps
- [Hackathon 2019](#)– Video Short

Cohort 2018:

The Cohort 2018 INNOVATION PLAYBOOK is structured as a 360° applied training environment. Trainees toggled between monthly classroom training and applied experiential learning. Teams came together to develop specifically targeted projects or programs that meet key enterprise-wide challenges identified by the State of California agency leaders.

Cal-IPGCA Continuous Innovation Cycle The engine of Cal-IPGCA is fueled by the dynamic interaction that exists between 9 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.

Goals: Challenge, Build, Transform and Thrive

Approach: 9 Interdependent Program Areas

Cohort 2018: [Teamed Moonshot Outcomes](#)

- Cultivating Risk Intelligence in Government Operations
- Digital Transformation and Upskilling in the Workforce
- Back to the Center–Innovation without Fear in a Human-Centric Society
- Managing Priorities Amidst Disaster
- Transforming Silo Mentality

Cohort 2018: [Outcome Report](#)

Cohort 2018 Video Journey:

- [We are the Change](#)
- [It’s the Climb](#)
- [What you do proves you believe](#)
- [Deploying Moonshot Projects](#)
- [Insights and Epiphanies](#)
- [Just Ask Why – Kathleen Webb, Asst. Secy, Accountability & Innovation GovOps](#)
- [Graduation Address, John Chiang, State Treasurer](#)

Cohort 2017:

“Transition the Navigating Leadership Training Structure to the California Innovation Playbook for Government Change Agents.” Lead Government Co-Curator: **Kathleen Webb, Assistant Secretary for Innovation and Accountability**

At the direction of GovOps, the Cal-IPGCA program a curriculum that was designed by Bloomberg Philanthropies, entitled: The City Hall Innovation Team Playbook by establishing Innovation Testbeds: Initiated the development of Moonshot Projects from [5 Innovation Priorities \(IPs\)](#):

- Risk Management and Risk Aversion
- Change Management
- Executive Retention and Knowledge Transfer
- Implied and Unconscious
- Data-Driven Management and Storytelling

Goal: Creating a common language of leadership and innovation that develops and inspires our workforce to deliver great results for Californians.

Objectives: Via the Cal-IPGCA Learning Management System (LMS), California Statewide Leadership Model serves as a training guide:

- To create, embed and nurture a statewide leadership culture, the state has created a leadership model that includes a leadership philosophy statement, leadership values and leadership competencies
- Deployed the [Forerunner to the Executive Leaders Forums](#)
- Deployed the CalHR Cal-IPGCA LMS:
Deploying CalHR’s 9 Leadership Values

Values: These values and philosophy [iterate annually](#). They transcend state service. Collaborate with departments as the model is designed to underpin departments’ existing values, not replace them.

- Communicate Effectively
- Inspire and Engage
- Develop Others
- Foster a Team Environment
- Exhibit Personal Credibility
- Build Collaborative Relationships
- Improve Our Organization
- Achieve Results
- Model Good Governance

[Outcome Report – Cohort 2017](#)
Day of Innovation [“Montage”](#)

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2016:

Navigating Leadership Program (NLP):
Innovating to Reimagine a 4th Wave
Government-Creating a Human-Centric
and Community-Centric Society

- Race, Gender, Equality: What if we could access and embrace our infinite and powerful differences? Wouldn't we be astonishingly powerful if we could harness, as one world, the unique personas, characteristics, skills and capabilities of our companies, our governments, our societies?
- Silos, Hierarchies, Imaginary Lines: Imaginary lines separate our personal, professional, and community lives. Whether silos, hierarchies, or unwritten boundaries, they exist between people and social business structures, within governmental agencies and departments, between agencies and organizations, and among counties, states and countries. These lines are imaginary, but at the same time they are very real.
- Uncommon Leaders: Change of oneself to change the world is less about a directive over others and more about embracing the definition of oneself that wears courage as an act of being, from the inside out. Leadership's a birthright, but living it is a choice.
- Building a Human and Community-Centric Society: Alameda, Kern, and San Joaquin counties are the inaugural pioneers that participated in the Google Innovation Labs 2015. Join the leadership of these three highly innovative California counties that dare to dream, but, more importantly, dare to challenge the status quo as they break new ground in building a human-centric, community-centric society from environments of 10x innovation.

[Day of Innovation Lineup](#)

[Leadership Backstories](#)

[Innovation Bootcamp 2016](#)

[2012-2016 Consolidation Report](#)

2014:

Navigating Leadership: Organizational and
Leadership Backstories.

Leaning into its fourth year of operation, the collaborative participation of the Navigating Leadership Program (NLP), represents the leadership forefront (agencies and departments) of California's two trillion dollar annual economy. As a national blueprint, the NLP is built on a foundation of transformative change management and leadership.

Key Sponsors (APSEA), USC Sol Price School of Public Policy - Sacramento Campus, ORA Systems, Inc.

The NLP approach is demonstrating a seamless systemic integration of real time capability, based upon the dynamic needs and environments of the constituent community served.

[Here are our Leadership Back Stories](#)

Navigating Leadership 2014 Launched the programs "Google Inspired" Moonshot Thinking!.



2013:

Navigating Leadership Program (NLP):
Conversations in Leadership

The *Navigating Leadership - 2013 Series, Conversations in Leadership*, is designed to explore that Leadership is less about "power" and more about influence. It is a calling for each of us to stand up and contribute our personal best. It's about becoming the person we were meant to be. When we shift our perception of leadership to align with the social world of today, it opens up an entirely new perspective and paradigm of leadership for everyone. Increasingly, those tasked with leadership see it as an interdependent 360 degree proposition – "where the whole is greater than the sum of its parts." (In the summer of 2013, Rebekah Christensen became the Chair of Navigating Leadership on behalf of the APSEA-USC partnership.)

[Conversations in Leadership Brochure](#)

2012:

Navigating Leadership Program (NLP):
Leadership and Equal Opportunity

Whether from the perspective of Leadership or EEO, this day is designed to provide an integrated (whole systems) perspective of government. Collectively the program format will communicate a panoramic view of government that exists beyond the "silos" of each agency. Today's focus is designed to support the rapid transitioning that is occurring in government services and accountability in response to restrictive resources alongside an ever-escalating virtual society where more than 90% of constituents are accessing government services via mobile devices 24/7. This forum is designed to create a conversation between panel members and with you, our audience.

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