

iv. RECOGNITION



"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." – **Margaret Mead**

The Cal-IPGCA Executive Sponsors, Executive Leadership Trainers, Cal-IPGCA Association Directors and Membership, and Cal-IPGCA Trainees together with Proof of Concept Beta Testers are pioneers of government innovation and change leadership for the State of California. **Together we have learned...**

- Cal-IPGCA is first and foremost about personal transformation...because
- Governments don't change through mandates. Governments change because people change. When we have the tenacity and courage to change (transform)) ourselves, we change the world around us!
- Change is a constant, but adapting and evolving is a choice. It's simple, but it's not easy. We're more comfortable with the status-quo of "what is" than embracing a change that takes us into the unknown of "what can be."
- The "soft stuff" is really the "hard stuff." Transforming ourselves requires a tenacious spirit.
- Innovation can be a method, idea or device, but in its most simplistic form, innovation creates value that is designed to exceed expectations.
- Rather than incremental, Moonshots create exponential improvement. Quoting Google's Astro Teller: ***"It's often easier to make something 10 times better than it is to make it 10 percent better!"*** Twelve years ago, we would have been called crazy if we would have said, "We're going to build a State Agency Collaboration Network (SACNet) that creates One System, One State, One World of Government Innovation and Change Leadership. **And that's exactly what WE DID!**

BRAVO

to the Intrapreneurs and Entrepreneurs
of State service that Collectively achieved this milestone!



COHORT JANUARY 13 - JUNE 9 2022

TEAM CALIFORNIA

Pioneering Government Innovation Into the Future

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POWERED BY: SACNet One System. One State. One World. Cal-IPGCA

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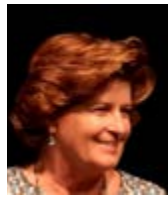
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Rebekah Christensen
CEO, ORA Systems, Inc.
Program Chair



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Workforce Planning Analyst,
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Association, Executive Sponsor,
Cal-IPGCA

The Cal-IPGCA Executive Sponsors

represent a group of State of California Leadership that have collaboratively come together to guide the design and development of the Cal-IPGCA program on an annualized basis. Current Cal-IPGCA Executive Committee members include: State Controller's Office (SCO), Department of Water Resources (DWR), Department of Motor Vehicles (DMV), Franchise Tax Board (FTB), State Compensation Insurance Fund (SCIF), the Asian Pacific State Employees Association (APSEA), the Cal-IPGCA Association, One World Institute (OWI) and ORA Systems, Inc. of Sacramento.

Individually and collectively you have contributed legions of hours in designing, mentoring and guiding. You have chartered new territory in Government Innovation. You have designed curriculum and you have served as teachers and Subject Matter Experts. You have paved roads of "leveling the playing field" as you have reached out to involve the state workforce each of you represents. You have been fearless pioneers of Government Innovation and the impact of change that has ensued bears the sacrifice of the commitment you've made!



STATE OF CALIFORNIA EXECUTIVE LEADERSHIP FORUMS

Cal-IPGCA Executive Trainers

The key trainers for the Cal-IPGCA program represent the Executive Leadership from across the State of California. Prominently, Agency Secretaries, Directors and Chiefs, and Executive Trainers are augmented by leadership from academia and the private sector. [Here are the Bios](#) of Cal-IPGCA's Executive Training Team for Cohort 2022. Our leaders are the key instructors for Cal-IPGCA's state-of-the-art curriculum, and they are the advisors for our trainees' Moonshot prototypes and "test-bed" activities. As a "Leaders Training Leaders" line-up, collectively you are the foundation of the Cal-IPGCA Program. Through the Executive Forums, your strategic advisory is deployed into an accelerating audience representing California's workforce. Your guidance, insights, and recommendations are deployed in the testbed activities of Cal-IPGCA's moonshot innovation and deployment plans. You have given voice and instruction to the CalHR 9 Leadership Values which creates the applied learning framework for individual and teamed development of a Statewide Value System. Many of you go above and beyond the instruction you provide to serve as ongoing Subject Matter Experts that hone clarity into our innovation test bed environment. Despite demands on your time that exceed hours in the day, consistently, year after year, you return to lead as One System, One State, One People and One World of Government Innovation and Change Leadership!

Thursday, January 27, 2022 8:00 AM - 11:00 AM

The goal of a Moonshot is exponential rather than incremental improvement!

ACCELERATING GOVERNMENT INNOVATION THROUGH A CULTURE OF MOONSHOT PROJECTS



Moderator

WILL BROWN

DEPUTY SECRETARY
HUMAN RESOURCES,
GOVERNMENT
OPERATIONS
AGENCY



WADE CROWFOOT

SECRETARY, CNRA



MARK GHILARDUCCI

DIRECTOR,
CALIFORNIA
GOVERNOR'S
OFFICE OF
EMERGENCY
SERVICES



KARLA NEMETH

DIRECTOR, DWR



TOKS OMISHAKIN

DIRECTOR, DOT



THOM PORTER

DIRECTOR,
CAL FIRE

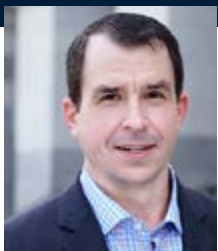


AMANDA RAY

COMMISSIONER,
CHP

Thursday, February 3, 2022 8:00 AM - 11:00 AM

ACCELERATING GOVERNMENT INNOVATION THROUGH A CULTURE OF CHANGE LEADERSHIP



Moderator

PAUL DANCZYK

DIRECTOR OF
EXECUTIVE EDUCATION,
USC SOL PRICE SCHOOL
OF PUBLIC POLICY



ANGELA BARRANCO

UNDER SECRETARY,
CNRA



STEVE GORDON

DIRECTOR, DMV



JOHN SANBORN

CHIEF LEARNING
OFFICER, CalHR



STEPHANIE TOM

CHIEF CONSULTANT,
ASIAN PACIFIC
ISLANDER
LEGISLATIVE CAUCUS



MEREDITH WILLIAMS

DIRECTOR,
DEPARTMENT OF
TOXIC SUBSTANCES
CONTROL, CalEPA

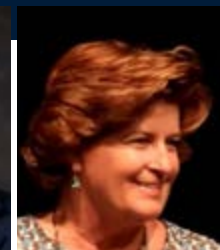


JOE XAVIER

DIRECTOR,
DEPARTMENT OF
REHABILITATION

Thursday, February 10, 2022 8:00 AM - 11:00 AM

ACCELERATING GOVERNMENT INNOVATION THROUGH A CULTURE OF DIGITAL UPSKILLING



Moderator

STEPHENSON LOVESON

CHIEF TECHNOLOGY OFFICER, CalPERS, PRESIDENT, APSEA EXECUTIVE SPONSOR, Cal-IPGCA

GEORGE AKIYAMA

DIRECTOR, INFORMATION TECHNOLOGY, CIO DOT

LIANA BAILEY-CRIMMINS

STATE CHIEF TECHNOLOGY OFFICER, CALIFORNIA DEPARTMENT OF TECHNOLOGY (CDT)

SARAH GESSLER

DIVISION CHIEF WORKFORCE DEVELOPMENT CalHR

AJAY GUPTA

CHIEF DIGITAL TRANSFORMATION OFFICER, DMV

SCOTT GREGORY

DEPUTY DIRECTOR, TECHNOLOGY, CAL FIRE

KATHLEEN WEBB

CHIEF OPERATING OFFICER, STATE CONTROLLERS OFFICE, Cal-IPGCA EXECUTIVE SPONSOR

Thursday, February 17, 2022 8:00 AM - 11:00 AM

ACCELERATING GOVERNMENT INNOVATION THROUGH A CULTURE OF INTRAPRENEURSHIP



Moderator

SEAN ADAMS

SENIOR VICE PRESIDENT OF INNOVATION DESIGN, STATE COMPENSATION INSURANCE FUND, EXECUTIVE SPONSOR, Cal-IPGCA

JOHN BENARD

AUTHOR, "GOVERNMENT THAT WORKS" GUBERNATORAL ADVISOR

REBEKAH CHRISTENSEN

CO-FOUNDER—CEO, ORA SYSTEMS, INC., CHAIR, Cal-IPGCA

KAMYAR GUIVETCHI

DIRECTOR, INNOVATION AND COLLABORATION, Cal-IPGCA ASSOCIATION

DAVID KILGORE

DIRECTOR, CALIFORNIA DEPARTMENT OF CHILD SUPPORT SERVICES

GENE ROMAGNA

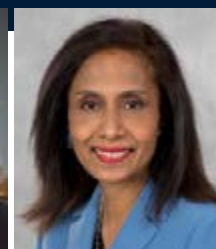
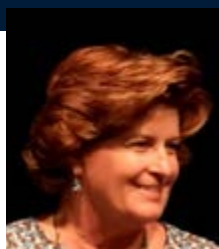
DIRECTOR, COMMUNICATIONS Cal-IPGCA ASSOCIATION

MICHELLE SCHMITT

MASTER INNOVATION FACILITATOR Cal-IPGCA PROGRAM

Thursday, February 24, 2022 8:00 AM - 11:00 AM

ACCELERATING GOVERNMENT INNOVATION THROUGH A CULTURE OF RISK INTELLIGENCE



Moderator

KATHLEEN WEBB

CHIEF OPERATING OFFICER, STATE CONTROLLERS OFFICE, Cal-IPGCA EXECUTIVE SPONSOR

RICHARD GILLIHAN

COO, DEPARTMENT OF FINANCE

HENRY JONES

DIRECTOR, PRESIDENT, CalPERS BOARD

JOHN LAIRD

SENATOR, DISTRICT 17 STATE OF CALIFORNIA

LISA MANGAT

CHIEF DEPUTY DIRECTOR POLICY AND ADMINISTRATION Cal OES

SELVI STANISLAUS

EXECUTIVE OFFICER, FRANCHISE TAX BOARD

BETTY YEE

CONTROLLER, STATE OF CALIFORNIA

Cal-IPGCA

BOARD OF DIRECTORS

Graduates of Cohort 2017 became enamored with the impacts possible through collaboration and innovation... so much so that you didn't want to return to the status quo. Rather than waiting for change, you created change. Collectively you formed the Cal-IPGCA Association. You grew an idea of what might be possible into an organization that now boasts over 1600 members representing 60 Departments and in 2023, this current Cal-IPGCA Board will assume the leadership of an established 501(C) (3) non-profit where you will inspire



MD Haque, DWR
President, Cal-IPGCA
[Bio](#)



Aman Thiara, CalOES
Cal-IPGCA Secretary
[Bio](#)



Kamyar Guivetchi, DWR
Cal-IPGCA Director,
Innovation and Collaboration
[Bio](#)

innovation and change leadership, not only with the State of California government but, now your mission will embrace innovation and change leadership in our broader society. As a Board and as a membership, the tenacity, perseverance and dogged commitment to serve is the banner of service you wear!



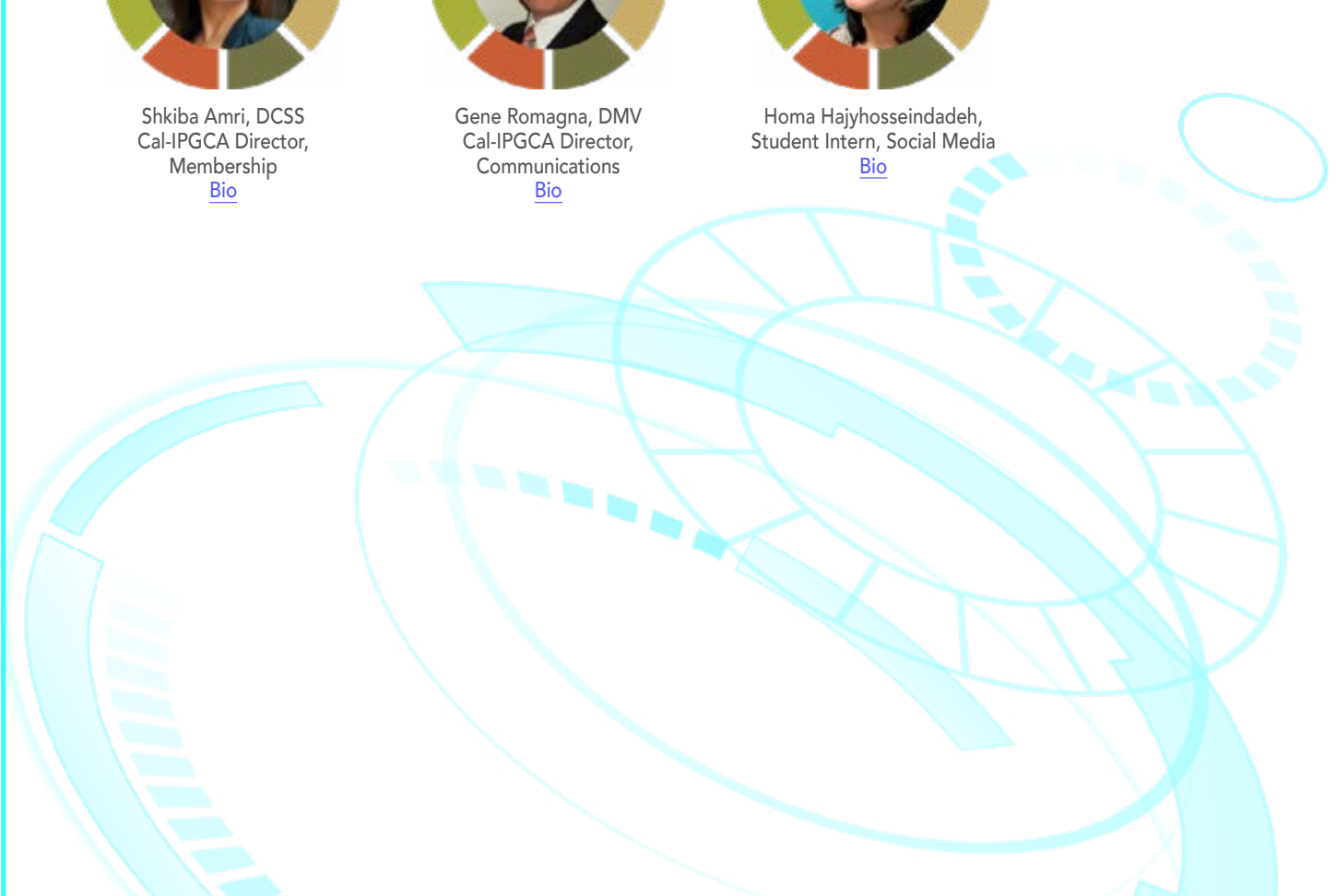
Shkiba Amri, DCSS
Cal-IPGCA Director,
Membership
[Bio](#)



Gene Romagna, DMV
Cal-IPGCA Director,
Communications
[Bio](#)



Homa Hajyhosseindadeh,
Student Intern, Social Media
[Bio](#)





Cal-IPGCA

STAFF: CAL-IPGCA MANAGEMENT TEAM

Cal-IPGCA Staff—you give “small but mighty” new definition! 100%, across the board, you are all peak performers with a sense of mission that is a driving force in your own lives, but most all of you have “charted new territory” of innovation and change for Cal-IPGCA. Each of you carries a unique imprint of service you provide. Many of you have never met each other, and yet, there is a unifying force of excellence as you collective paint the broad strokes and finite details necessary to develop, deploy and communicate the ever-changing landscape of innovation and change leadership for California and, yes, the world. You share an uncanny trait in that each of you approaches your work as if it carries your signature. This depth and breadth of brand of excellence is uncommon, but individually and collectively this is how each of you stands in the world!





Honoring a "Trifecta" of Integration, Foundation & Support.... USC – CalOES – APSEA



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



Grace Koch
Retired Chief Deputy Director,
CalOES

APSEA Past Presidents supporting Cal-IPGCA:



Linda Ng



Dean Lan



Rhonda Basarich



Jeff Uyeda



Alicia Wong



Stephenson Loveson



Both independently and interdependently you have supported Cal-IPGCA since its inception in 2012. All of you have been instrumental in its design and execution and the imprint of who you are and what you have done has been integral in how we collectively stand in the world of state government today. Each of you launched the Navigating Leadership Program ([NLP](#)) in collaboration with ORA and APSEA in 2012.

Paul Danczyk... USC hosted the first 4 years of the NLP at your USC Sacramento Campus while all of you co-hosted, moderated and rolled up your sleeves to do the many tasks for our collective “start-up” endeavors for the State of California. USC hosted the launch of the “Google Bus” that took the Cohort to the Google Campus in 2014 to embrace 10x Thinking that has moved forward as a Hallmark of the Cal-IPGCA Program. As curator of the 360Energizes Professional Assessment tool, this tool has become integral to the program with full-time trainees and within the Beta Test launch of the Skills Bank by Cohorts 2021-2022. You have been an Executive Coach to many of our trainees where careers were assessed and honed into greater levels of performance and excellence. You have moderated Change Leadership and Intrapreneurship and chronicled the Value Propositions for Cal-IPGCA of our Executive Leaders.

Grace Koch... whether through APSEA, USC, or CalOES, you have personally and professionally served Cal-IPGCA as an ambassador in state service, as a moderator, as a leader of the state’s rising stars and as the author of the Cal-OES submitted Innovation Priority for Continuity Planning that was the precursor to the launch of the State Agency Collaboration Network. Upon retirement, you stepped back up and into the leadership of Cohort 2022 as a facilitator for the SACNet team where you rolled up your sleeves and did whatever needed to be done to support the first statewide deployment of the SACNet in state service.

APSEA... You are far more than support – you are a partner in sponsoring, designing and contributing to the NLP and the SACNet. As the baton passed from leader to leader within the NLP and the Cal-IPGCA, your involvement has steadfastly continued. You’ve worn many hats as Keynotes, Moderators, and Facilitators and above and beyond all, as Advocates of innovation and change leadership in the State of California.

BRAVO, Kudos and resounding applause

for your collective leadership. The partnership shared is testament to
“It takes a Village” to change the world, and indeed you have!



Cal-IPGCA COHORT Recognition



Cohort recognition has been given in the [Cal-IPGCA Historical Chronology](#) (2012-2022), but each new Cohort builds upon the “People, Process, and Technology” that came before. Not only are no two years alike, but each Cohort provides a unique reference point that establishes a remarkable and sustaining imprint that is integral to the strength and durability of the transformational change you are arduously and steadfastly building. There are many, but in each Cohort, there is a one “remarkable dent” that became a “North Star” for others to follow!

COHORT 2022

Since the inception of Cal-IPGCA, Cohorts have developed, from year to year, innovation plans that evolve in maturity as each Cohort hands over its achievements and outcomes to the Cohort that follows. The “**remarkable dent**” you co-created is you **DEPLOYED** the State Agency Collaboration Network and SACNet Skills Bank. We collectively learned that co-developing an innovation plan of “what can be” is very different than deploying a plan that represents “what is” The “what is” launched is embryonic in stature. But, “we launched” and the promise for the future of society it represents is remarkable!

COHORT 2021

The “**remarkable dent**” made is that Cohort 2021 you were first Cohort pioneering a remote environment as a virtual classroom! From this new environment of “being” state employees, you wrote “deployment ready” innovation plans that included the heavy lift of launching the [inaugural lineup](#) of “Proof of Concept (PoC) Beta Testers.” [DMV and DWR](#) pioneered collaborative leadership, where a “[The Book of Why](#)” was the unanticipated deliverable from the PoC Beta Tester Registration process. It was here DMV first recognized the “unseen” breadth and depth of workforce that bore knowledge, skills and abilities that far exceeded their duty statements and where their penchant to contribute was all-pervasive. Through Cohort 2021, we collectively launched the collaborative development of statewide innovation plans.

COHORT 2019

The “**remarkable dent**” made is that Cohort 2019 launched the “[Innovation Force](#)” which was the precursor to the O.N.E. Integration Team. As we iterated “integrated” innovation teams that broke down silos we found that it was far too easy to fall into patterns of our old existence of competition. The “self-proclaimed” Innovation Force launched to combat this behavior by uniting as an integrated force of change that brought together representatives from each to bridge and contrast in real time the independent and yet interdependent work of each innovation team. YOU laid the foundation of integration that subsequent Cohorts would follow in co-creating a foundation a collaborative change that defined and refined people, process and technology to share resources, remove redundancies and recognize and act upon a tangible systems approach to government innovation.

COHORT 2018

The “**remarkable dent**” made is that Cohort 2018 came through your development of operating systems that now form the foundation of the core curriculum for all subsequent Cohorts. You chronicled the journey in a plethora of micro video profiles that are featured in [Cohort 2018 Historical achievements](#). Cohort teams developed the foundational innovation plans for what would evolve to become the State Agency Collaboration Network. During Cohort 2018, Cal-IPGCA Association formalized its operating structure, bylaws were written and a Board of Directors and officers (Cohort graduates) were elected: President, Jag Nagendra, DWR; Vice-President, MD Hague, DWR; Treasurer, Jeremy Callahan, DWR; and Communication Co-Chairs Mimi Fitzsimons and Tracy Vaca of FTB. Its Mission and Vision: MISSION... To model leadership that promotes creativity, innovation, and growth to transform government. Our VISION... To create a community of California government change agents who lead tomorrow’s innovative work force. Cohort 2018 aligned the goals of the [Cohort with the goals of the Cal-IPGCA Association](#). Lastly the first annual Cal-IPGCA Hackathon was launched under your Cohort’s leadership!

COHORT 2017

The “**remarkable dent**” made is that Cohort 2017 is that you were the TRANSFORMATION Cohort that took us from the Navigating Leadership Program into the full launch of the California Innovation Playbook for Government Change Agents. Initiating in Cohort 2017, Cohort 2017 fully transitioned into an integrative applied learning format where executive guidance guided our path of innovation but where collectively, YOU, were responsible for the outcomes achieved. Thus it was in 2017 that Cal-IPGCA fully transitioned into an applied learning environment. You chronicled your journey by drafting a teamed book...“[Insights on Innovation](#).” One of the most significant deployments from the 2017 Cohort was the trainee initiated deployment of the [Cal-IPGCA Alumni Association](#)!

COHORT 2016

The “**remarkable dent**” made by Cohort 2016 came at your Day of Innovation where the combined performance of Cohort Trainees was so inherently powerful that your outcomes and your empowered articulation of those outcomes gained the attention of the Government Operations Agency. This led to GovOps decision to step up and step in as an executive sponsor where Kathleen Webb picked up the mantle of key executive leadership. Her leadership has never wavered—Kathleen Webb has continued serve as a “hands-on” executive co-curator and trainer. This opened the door for the future iteration of Cal-IPGCA’s transition and transformation into the Cal-IPGCA by Cohort 2017. The skills developed under the Cohort 2016 training series were applied to create six different use cases. Collaboratively, the over-arching program outcomes combine to recommend replication models through the formulation of the California Mobile Innovation Strike Team (CalMIST), which expresses attributes of the future SACNet. [Cohort 2016 chronicled 21 Executive Leadership Backstories!](#)

COHORT 2014

The “**remarkable dent**” made is that Cohort 2014 is that this Cohort predicated a working model for [Cal-IPGCA’s 10x model of innovation](#). We developed [18 organizational backstory videos](#) that communicated the heart and soul of the organizational ethos. This integrated with a secondary year-long activity that communicated and video-taped the agency or department’s most integrative and innovative project or program, embracing the over-arching mission and vision of the organizations (departments and agencies). The culminating event generated a panoramic vision of government. This resulted in integrative-innovative outcomes holistically depicting California’s then \$2 trillion+ economy—as the 6th largest economy in the world!

COHORT 2013

The “**remarkable dent**” made is that Cohort 2013 explored the premise that leadership is less about power and more about influence. Your key goals were to hone the art and the science of the personal backstory as one of the most powerful tools in defining and refining our character of leadership—in our personal lives as it bridges into our jobs and out into the world. [Cohort 2013 key state leaders](#) taught the transformational qualities of the backstory as it informs an integrated and holistic leadership approach that is unique to each individual.

COHORT 2012

The “**remarkable dent**” made is that Cohort 2012 was the FIRST! Spanning one-year of collaborative development, this framework was designed as a “working model” to demonstrate an accelerating societal shift underway that transforms people and economies (personal, professional and community) from the old paradigm of hierarchical leadership and management to the new paradigm of whole-systems; e.g., collaborative and integrated management. **Key Goals:** To demonstrate the opportunities that the challenge of change creates—in people, organizations and in California’s economy; to initiate the “back story” as an overarching tool that defines the character of leadership in us all. Here’s the first [Cohort 2012 inaugural event binder](#)!