The New M&M

"... Empower. Connect. Support."

Trainees:
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Assistant Facilitator:

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2022 PoC Beta Testers:

Cohort 2022 Beta Testers

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Cohort 2022 Innovation Deployment Plan Priorities

Cohort 2022 Background Information:

* Video Overview

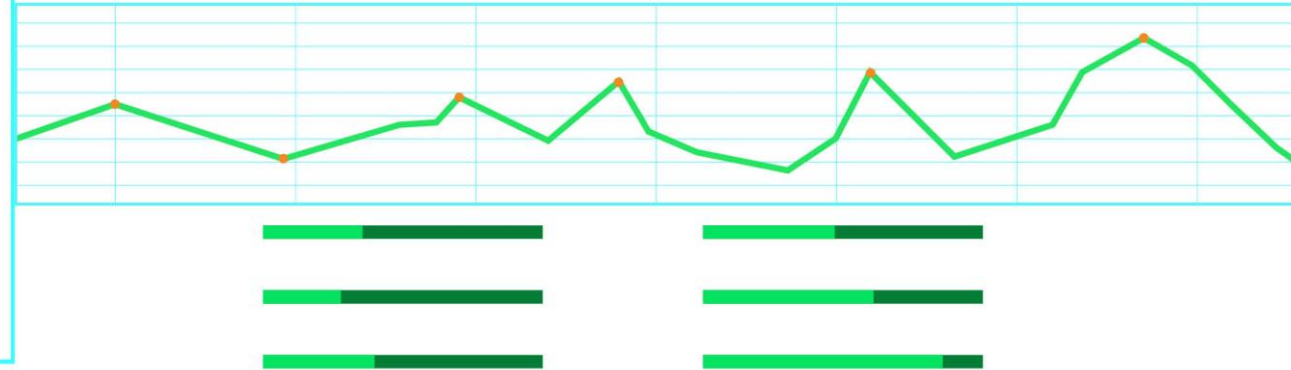* Moonshot Outcome Report/Recommendations

* Team Bios

SACNetwork MIDDLE MANAGEMENT CONSORTIUM FOR INNOVATION & CHANGE (CONSORTIUM)

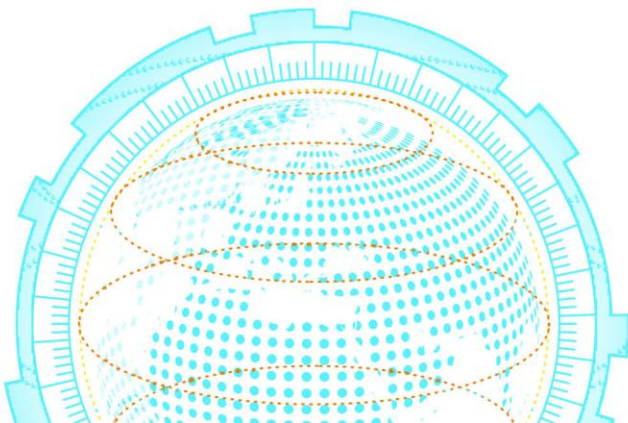## PROBLEM STATEMENT:

Middle Managers lack resources such as:

- Executive support
- Mentorship
- Middle manager community
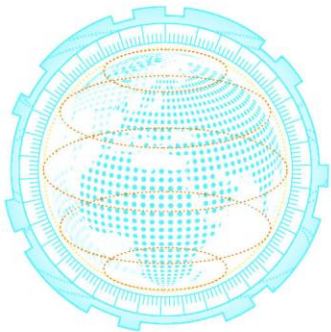- Skills/leadership training
- Time and space to innovate

MOONSHOT DEPLOYMENT PLAN STATEMENT:

Empower. Connect. Support.

- Build a Middle Manager Consortium by instituting an Executive Committee
- Launch a Middle Manager Mentorship Program

Increase executive support for middle managers by establishing the Consortium's Executive Committee at the start of FY2022-23 and launch its initial project, the Mentorship Program by January 2023.

MOONSHOT DEPLOYMENT PLAN ELEMENTS:

Middle Manager Consortium

- Executive buy-in
- Mentorship Program
- SACNet/SkillsBank
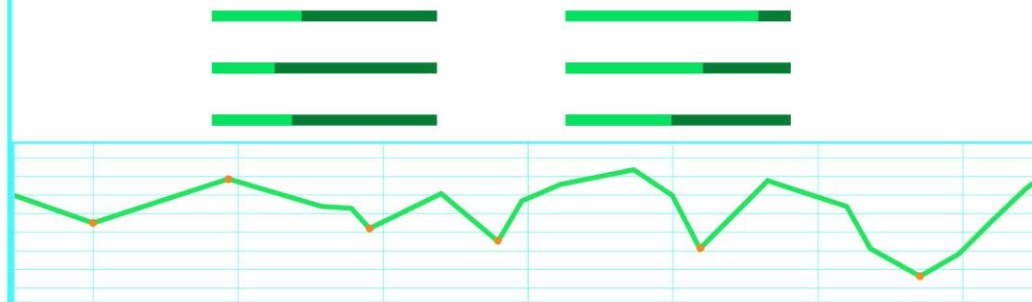
OVERVIEW

- Middle Manager Consortium
- Executive Committee
- Mentorship Program

Executives

Front-Line Employees

Middle Managers

Overview
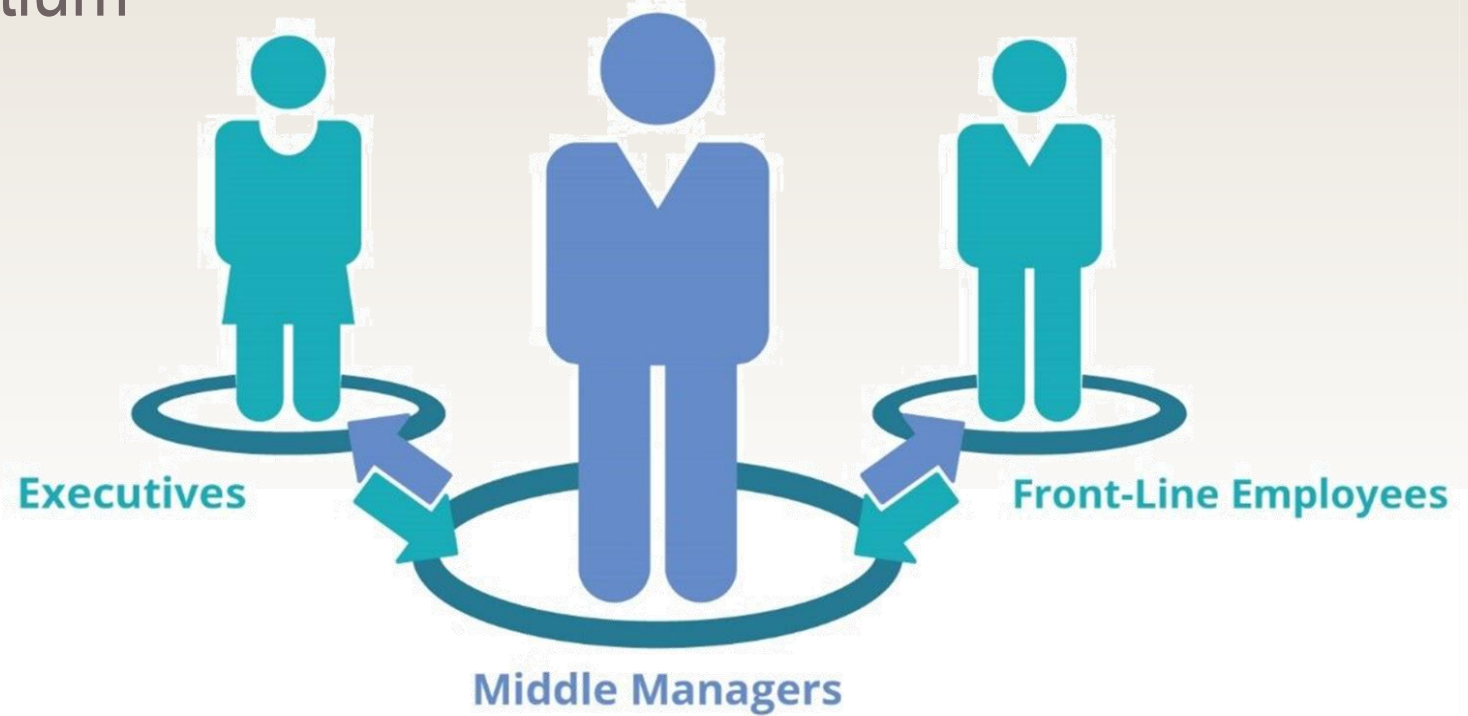
URGENCY

Middle Managers lack resources such as:

- Executive support

- Mentorship

- Middle manager community

- Time to innovate

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INCENTIVES

- Future State Leaders

- Engaged Workforce

- Thriving Community

- Career Development

- Personal Growth

Step 3: Incentives
What can they get
out of this?

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RESOURCES

- Funding

- Personnel

- SACNet Capability
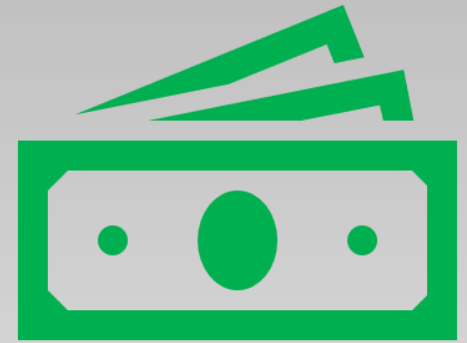
PLANNING

- Form Executive Committee and Adopt Charter

- Launch Consortium and Community via SACNet

- Pilot Mentorship Program

Training Playbook

Mentorship Circles

Mentorship Peer to Peer

Sub-Committees

SACNet Training Platform

Mentorship Pilot Program

Deployment Plan

Executive Committee

SACNet SkillsBank

Mentorship

Middle Manager Consortium
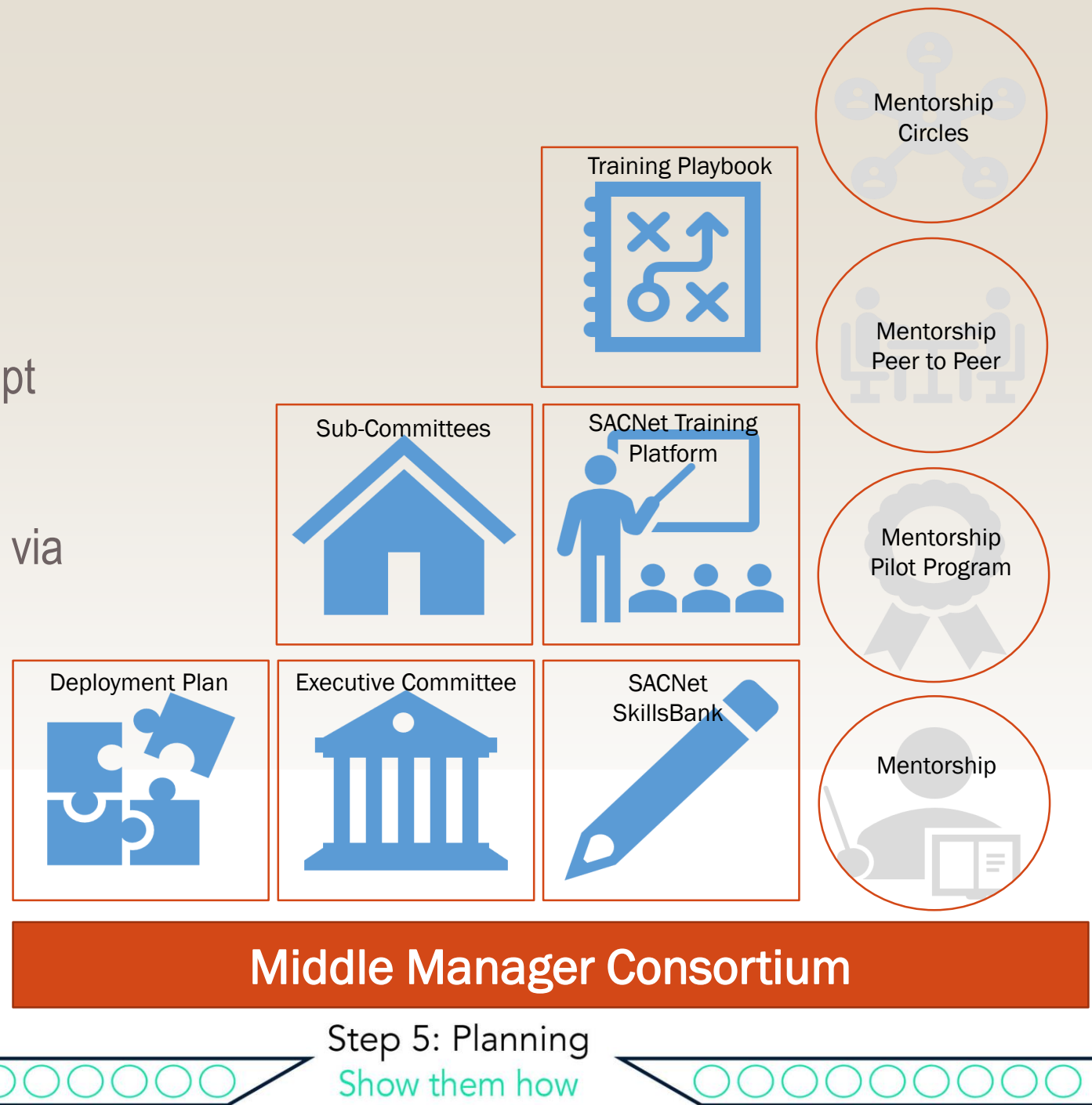
Step 5: Planning
Show them how

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ACCOUNTABILITY

- ## Current Cohort

  - o Executive Sponsor, Charter, Consortium Webpage, Mentorship Framework, Deployment Plan

- ## Future Cohort

  - o Executive Committee Formation, Deployment Plan Execution

- ## Executive Committee/Consortium

  - o Consortium Launch, Pilot Mentorship Program

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METRICS

Mentor Matches

Surveys

Enrollment

Leadership Training

Milestones

RECOGNITION

- Consortium Webpage

- Newsletter

- SACNet Community Forum

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NEXT STEPS...

☐Launch Pilot Middle Manager Mentorship Program - **January 2023**

☐Executive Committee Engagement/Formation - **December 2022**

Middle Manager Consortium Formation - **January 2023**

☐Launch Consortium Webpage - **September 2022**

Executive Committee Sponsors' Commitment - **May 2022**

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"Next Steps"- Thank You!

AS-IS

1.Over-utilized Middle Managers

Underdeveloped Teams

Lack of time and space to innovate

Reduced ability to grow

Increasing demands

Lack of community

Lack of skills training

Impact to tomorrow's leaders

Struggle building in agile environment

TO-BE

1.High-performing teams

1.Improved Morale

1.Time for Innovation

Transformed Middle Managers

1.Shift to Attention Management

1.Collaborative Leadership

1.Skills Development – keeping pace

"Next Steps" - Thank You!

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CONSORTIUM

**COMMUNITY
MENTORSHIP
EXECUTIVE BUY-IN
INNOVATION PLATFORM
RECOGNITION**

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