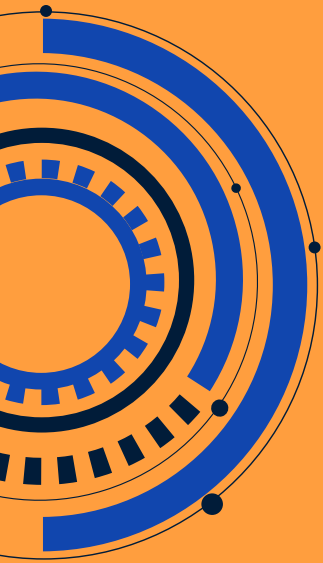




SACNet

"Creating a Collaborative Community"



Trainees:

Nathan Burley, DWR
Sidney Burt, DCSS
Petre Deliivanov, DOR
Shanti Ezrine, DOR*
Carole Raines, DWR

*O.N.E. Representative

Facilitator:

Grace Koch, CalOES

Subject Matter Experts:

Kamyar Guivetchi, DWR
MD Haque, DWR

2022 PoC Beta Testers:

[Alpha Only](#) - (All) and [Team List](#) (Alpha)



Cohort 2022 Innovation Deployment Plan Priorities

Cohort 2021
Background Information:

- * [Video Overview](#)
- * [Moonshot Outcome Report/Recommendations](#)



Supporting Documents

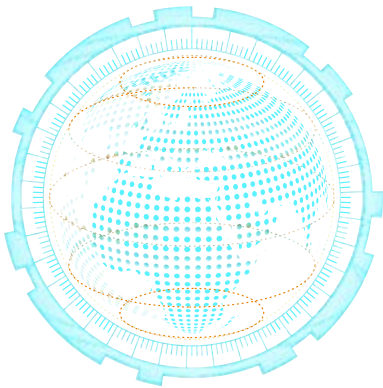
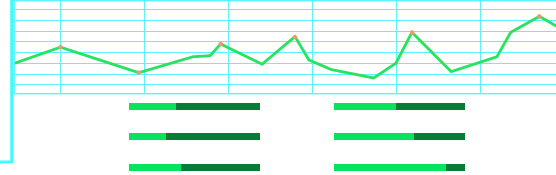




BUILDING A STATE AGENCY COLLABORATION NETWORK (SACNet)

PROBLEM STATEMENT:

California State government resources are fragmented and the State as an employer has a long-standing history of under-utilizing human capital. Both of these factors increase duplication of work, inhibit employee growth, and result in a lack of connection and an under-engaged workforce.



MOONSHOT DEPLOYMENT PLAN STATEMENT:

Build an online State employee collaboration platform that links all departments and agencies.

INNOVATION DEPLOYMENT PLAN GOAL(S):

This platform will make unified State resources easily accessible in one location and connect all state employees regardless of classification or department.

MOONSHOT DEPLOYMENT PLAN ELEMENTS:

- Create a robust user profile for all state employees to support collaboration and cross-department projects.
- Connect career- or job-related groups within State service for more effective coordination, reduce redundancy, create homogenous policy, share information, and create community.
- Organize a pathway for various affinity groups to come together and share successful efforts, increase awareness and understanding of different cultures, support a safe space for individuals to be authentic and their whole self, and promote uniform policies across all departments.
- Achieve the dual mechanism to both engage department managers to identify available human resources for special projects and present the opportunity for staff-level employees to apply for cross-department projects.
- Create Wikipedia-style departmental and section profiles to help individuals better understand the structure of the state, identify and contact their cross-department counterparts, and share resources and trainings.
- Draft a user agreement to encourage engagement and commitment from organizations and individuals.



The New M&M

"... Empower. Connect. Support."



Trainees:

Sarah Cannon, DWR
Jennifer Kelly, DMV
Karen Lookingbill, CalPERS
Catalina Munoz, FTB*
Alexander Whyte, DMV*

*O.N.E. Representative

Facilitator:

Miko Sawamura, OES

Assistant Facilitator:

Abdul Khan, DWR

2022 PoC Beta Testers:

[Alpha Only](#) - (All) and [Team List](#) (Alpha)



Cohort 2022 Innovation Deployment Plan Priorities

Cohort 2021

Background Information:

- * [Video Overview](#)
- * [Moonshot Outcome Report/Recommendations](#)



Supporting Documents

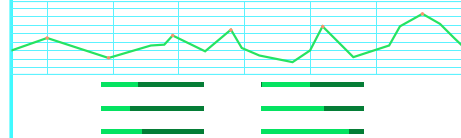




SACNetwork MIDDLE MANAGEMENT CONSORTIUM FOR INNOVATION & CHANGE (CONSORTIUM)

PROBLEM STATEMENT:

There is a huge gap between the middle managers' role and the availability of resources for them to build high performing teams. Middle managers are over-utilized and required to constantly keep up with increasing demands. This pressure reduces the middle managers' ability to grow, innovate, and develop their teams in an agile environment. This unsustainable approach impacts tomorrow's leaders and the future of the state. Middle managers lack resources such as executive support, mentorship, middle manager community, skills training, and time and space to innovate. The result is a reduction in employee engagement, retention, morale, and a vast compromise of public service. Without investing in middle management, innovation will not and cannot move through the organization.



MOONSHOT DEPLOYMENT PLAN STATEMENT:

Empower. Connect. Support.

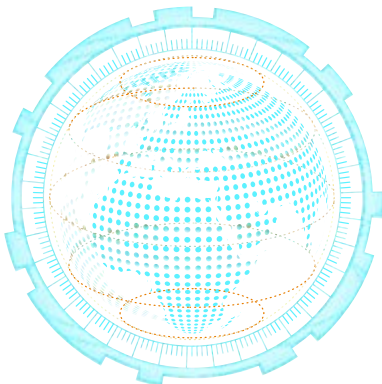
The Consortium will invest by providing the relationship, support and resources to fully empower the middle manager's role as the linchpin of innovation. To accomplish this, we will:

- Build a Middle Manager Consortium by instituting an Executive Committee that will drive initiatives of the Consortium via SACNet for collaboration and best practice sharing via a statewide SkillsBank database.
- Launch a Middle Manager Mentorship Program to accelerate leadership development and fill in gaps in the workplace. These mentoring relationships will provide a safe space for managers to seek guidance, foster inspiration and be cutting-edge and creative without the burden of their current duties.



INNOVATION DEPLOYMENT PLAN GOAL(S):

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. These PoC goals are an innovative statewide approach to develop middle managers.

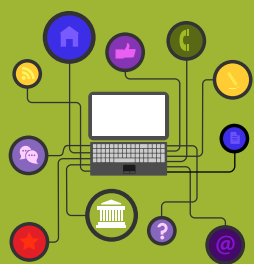


MOONSHOT DEPLOYMENT PLAN ELEMENTS:

Middle Manager Consortium

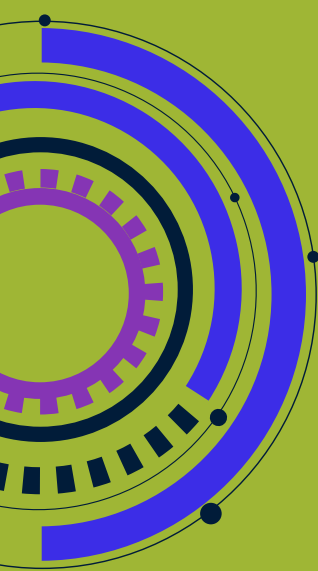
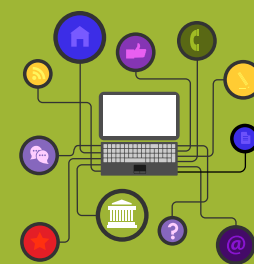
- Obtain buy-in from leaders and select Executive Committee members, approve Consortium Charter, and adopt Articles of Collaboration.
- Best practice sharing via a statewide SkillsBank database.
- Mentorship Program automated implementation process via SACNet (Mentees, Format: one-on-one or Mentorship Circle, Cycle, Topics)





TeleTeam

"Make Telework Work"



Trainees:

Nate Frank, DWR
Marcos Fuentes, DMV
Monica Nolte, DWR*
Samuel Rasmussen, DMV

*O.N.E. Representative

Facilitator: Co-Facilitator: Co-Facilitator:

Aman Thiara, CalOES
Rebekah Christensen, ORA*
MD Haque, DWR*

2022 PoC Beta Testers:

[Alpha Only](#) - (All) and [Team List](#) (Alpha)

CALPGCA Cohort 2022 Innovation Deployment Plan Priorities

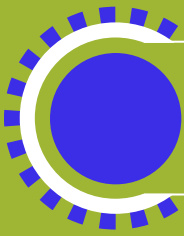
Cohort 2021
Background Information:

- * [Video Overview](#)
- * [Moonshot Outcome Report/Recommendations](#)



Supporting Documents

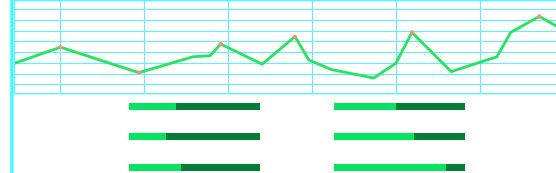




SACNetwork: TELEWORKING IN CALIFORNIA

PROBLEM STATEMENT:

Two years ago, the beginning of the COVID-19 pandemic brought about a rapid expansion of telework for all sectors within California; the pandemic (and by extension telework) is set to continue and with it the changes to how work is done. These changes brought new requirements for agencies who are now mandated to have telework plans and coordinators for teleworking staff. Many staff are doing substantively the same job as staff in other agencies or departments but they have no way to interface and prevent rework/leverage solutions in line with Lean principles.



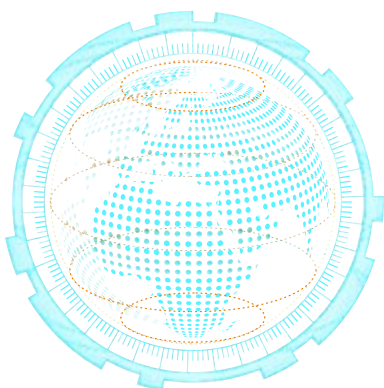
MOONSHOT DEPLOYMENT PLAN STATEMENT:

The development of the State Agency Collaboration Network (SACNet), provides an opportunity to help mitigate this problem through the whole-system solution of people, process, and technology. A unified application of telework policies serves to make the state the employer of choice by ensuring that similar positions at varying agencies are awarded the same opportunity to telework. The ultimate outcome will be a vibrant community for each of the levels of involvement (staff, managers, and coordinators) that allows the top two levels to 'parachute' in with answers for the staff without a dedicated commitment of time.



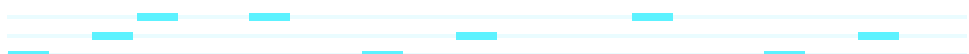
INNOVATION DEPLOYMENT PLAN GOAL(S):

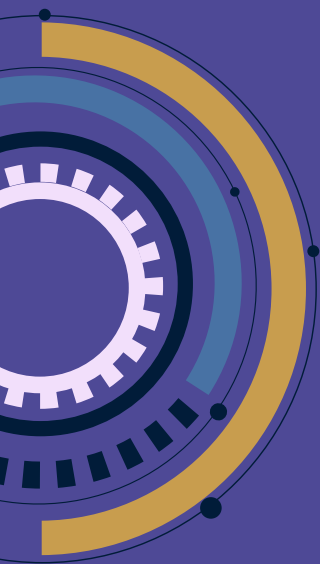
The team plans to develop a Telework Coordinator's group as a Proof of Concept. The goal is to allow the free exchange of information and open conversation in a safe environment with guided conversations. We aim to create the framework to bring in telework coordinators throughout the State into a community within SACNet. Within the SACnet community, telework coordinators from multiple state agencies will have an opportunity to engage with guided conversations and to discuss problems to find solutions and create a unified telework response.



MOONSHOT DEPLOYMENT PLAN ELEMENTS:

Development of a (draft) user agreement, announcement email, meeting plan/outline for DGS presentation. Guided question/conversation topics drawn from information gathered from JEDI, M&M, and Subject Matter Expert Interviews. Spec sheet for Hackathon. List of benefits/improvements over existing system.





Trainees:

Kimberly Bozeman, DOT*
Diane Ferrari, FTB
Jacob Kollen, DWR
David Reed, CHP
Minisha Trivedi, EDD*

*O.N.E. Representative

Facilitator:

Dean Lan, ORA*

Assistant Facilitator:

Michelle Saechao, DMV

2022 PoC Beta Testers:

[Alpha Only](#) - (All) and [Team List](#) (Alpha)



Cohort 2022 Innovation Deployment Plan Priorities

Cohort 2021

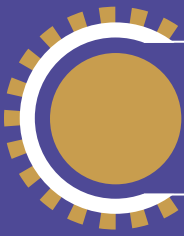
Background Information:

- * [Video Overview](#)
- * [Moonshot Outcome Report/Recommendations](#)



Supporting Documents

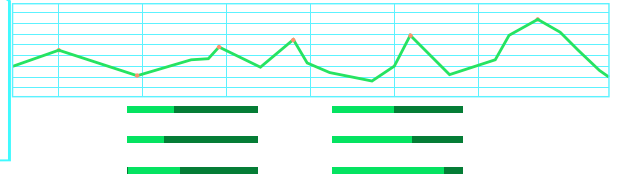




Beyond Racism: ONE SYSTEM. ONE STATE. ONE WORLD. ONE PEOPLE.

PROBLEM STATEMENT:

Racial inequity is an obstacle that holds people back. It truncates growth and prosperity opportunities for all.



MOONSHOT DEPLOYMENT PLAN STATEMENT:

- "Bring[ing] awareness to diversity, equity, and inclusion is necessary to create safe and secure workplaces." The call for "Urgency for Change" – this is the vision created by the last cohort.
- To support the Governor's Strategic Growth Council's plan: Capitol Collaborative on Race and Equity (CCORE) was developed and regular meetings continue to further the agenda of creating equity in race for the state government.
 - Consequently, Government Operations Agency (Gov-Ops) is interviewing for a senior position for equity.
- Focus on mandated diversity, equity, and inclusion training for state employees. Planning includes the following actions from CalHR and all State agencies/departments.

INNOVATION DEPLOYMENT PLAN GOAL(S):

"To help develop a true wheel of justice, Team Unifiers (Jedi) proposes development and implementation of the following:

- Racial equity action plans at each state agency
- Racial equity tools
- Mandated diversity, equity, and inclusion training with a healing component for all State classifications
- Accountability measures
- Facilitate further development of the proposed legislation to establish an Office for Equity in California

MOONSHOT DEPLOYMENT PLAN ELEMENTS:

- Integration of the Governor's Strategic Growth Council's Racial Equity Resolution & Racial Equity plan;
- Integrating racial equity into Council leadership operations, programs, policies, & practices;
- Identifying and implementing concrete measurable actions to achieve racial equity and to report on progress of the Council as a whole, as well as that of every member agency; and
- Working with State Boards, Departments, and Offices to align and advance the Council's commitment to racial equity.

