

# Cal-IPGCA COHORT 2019 INNOVATION PRIORITIES

## ASSIGNED BY Cal-IPGCA EXECUTIVE LEADERSHIP

### TEAM 1: INNOVATION FORCE

**Facilitator:** Jeremy Callihan, (DWR)

**GOAL:** Combining two members from each innovation team, the Innovation force is an overarching team effort of Cohort 2019. The goal of the Innovation Force is to provide a cross-collaborating integration between all innovation priorities and teams to identify the interdependencies that exist. Its purpose is to reduce redundancy of effort to enhance the performance and outcome of all.

#2-DWR:	Monica Alvarez
#3-DMV:	Gene Romagna
#3-DWR:	Morgan O'Brien
#4-CalOES	John Casillas
#4-CDCR	JR Antablian
#5-DMV	Sean Harrison
#5-DWR	Jim Long
#5-DWR	Kamyar Guivetchi

Contributed by State of California Leadership, an Innovation Priority (IP) represents an enterprise-wide challenge that faces the State of California. Through program iteration since 2012, Cal-IPGCA has refined a solution-driven approach to innovation that can support statewide priorities. Cal-IPGCA enterprise-wide teams are mentored and guided by state leadership and program champions to achieve development of innovative "moonshot" outcomes.

**What is a Moonshot:** The essence of a Moonshot is the combination of a huge problem, a re-imagined solution to that problem, and the creation of innovative ideas that can shift approach and outcomes of people, process and technology to make that solution possible.

Cal-IPGCA is comprised of 4 Moonshot Innovation Teams + an overarching team that integrates and cross-pollinates the efforts of all teams. IP teams are comprised of trainees (entry level to senior executive) from multiple departments and agencies, + an innovation facilitator and assistant. Titles are left outside the door - we are redefining hierarchy to be inclusive of all voices at the table. Since Cohort 2017, moonshot projects developed by Cohort Teams are being deployed within state government.

### TEAM 2: DIGITAL TRANSFORMATION AND UPSKILLING THE WORKFORCE

**Facilitator:** Miko Sawamura, CHHS-CDPH

**Assistant Facilitator:** Tracy Vaca, FTB

**Name:** Digi-Up Transformers

**Mantra:** Assemble. Innovate. Roll Out.

#### DIGI-UP TRANSFORMERS TEAM

\*Monica Alvarez, DWR

Jason Barton, DMV

Pia Basudev, DOR

Forster Brown, DWR

Sara Cunningham, DGS

Debra Gass, DSH

Donita Landucci, DMV

Gabriela Pratt, FTB

Esther Tray, DWR

\*Innovation Force Representative

**STATE OF CALIFORNIA INNOVATION PRIORITY:** The digital transformation of organizations will change how work is conducted and service is delivered. New collaboration technologies do more than just digitize old ways of doing things; they make new ways of doing things possible. How do we upskill the workforce by training them to use and integrate currently available and new technology to innovate and meet mission critical needs of today? How do we increase digital fluency, attract and sustain qualified talent pools, and embed collaborative technologies?

How can we challenge innovators and entrepreneurs to provide California leading edge solutions by aligning our public-private partnerships and procurement methods with the pace of change? How do we use existing technology to innovate? For example, many departments already pay for and have access to tools such as PowerBI and SharePoint; however, few know how to use those effectively. How do we position our organizations to thrive at unprecedented levels of change? Change needs to be a proactive, operational norm. What are the change management activities that shape, encourage, and incentivize desired collaborative behaviors and technological acuity? Understanding the disruptive potential and opportunities of human potential and technology is critical to ensuring the development of the workforce. What is the best path forward for the State to upskill and right-skill staff needs and employment gaps caused by a lack of digital talent?

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### TEAM 3: BACK TO THE CENTER – INNOVATION WITHOUT FEAR IN A HUMANCENTRIC ENVIRONMENT

**Facilitator:** Mimi Fitzsimon, FTB

**Assistant Facilitator:** Aman Thiara, CalOES

**Name:** CalTogether

**Mantra:** Inspire Inclusive Innovation

#### CAL TOGETHER TEAM

Bill Fallai, EDD

Pul Kaiser, FTB

Courtney King, CalSTRS

Jodi Lopez, CalOES

\*Morgan O'Brien, DWR

David Rizzardo, DWR

\*Gene Romagna, DMV

Kamie Sharma, FTB

\*Innovation Force Representative

**STATE OF CALIFORNIA INNOVATION PRIORITY:** Our employees' ability to deliver collaborative, innovative, holistically effective processes and services are dependent on having a flexible and trusting environment that allows us to be experimental and innovative without the fear of failure or repercussion. We must engage, inspire, motivate, and empower our constituents. We must come back to the center in a human-centric approach and ensure our efforts focus on our constituents' needs—not just the processes and procedures to deliver the services needed. How do we change practices that impede our workforce from being agile and adopting human-centered, end-user design in our daily work? How can we eliminate restrictive practices that impose an expectation of perfection and finality that exclude the end-user of the process or service? How can we continuously focus on end-user needs and end results/goals throughout the process? How can employee engagement demonstrate what inclusive, progressive government can achieve? How can we construct bridges for inclusive environments for our constituents and employees?

### TEAM 4: MANAGING PRIORITIES AMIDST DISASTER

**Facilitator:** Dean Lan, ORA Systems

**Assistant Facilitator:** Elaine Brattin, FTB

**Team Name:** Code 3

**Mantra:** "Disaster response planning for a resilient California"

#### CODE 3 TEAM:

\*JR Antablian, CDCR

\*John Casillas, CalOES

Sabrina Harun, FTB

Diane Kuncz, CalOES

Jeff Newman, CalOES

Marina MacLatchie, CalOES

Amy Tanner, DMV

\*Innovation Force Representative

**STATE OF CALIFORNIA INNOVATION PRIORITY:** California experienced the deadliest and most destructive wildfires in its history in 2017 and 2018. The Camp Fire alone burned 153,336 acres, destroyed 14,500 residential and commercial buildings and claimed 86 lives. These events require the sustained and unified effort of all State departments and employees to support all of the communities impacted by these disasters; many are still struggling to recover.

Keeping up with existing mission critical program priorities while supporting communities who are dealing with complex response and recovery needs has placed significant pressure on numerous departments and agencies. What best practices can departments put in place to better address these long-term needs when disasters strike?

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## ASSIGNED BY Cal-IPGCA EXECUTIVE LEADERSHIP

### TEAM 5: TRANSFORMING SILO MENTALITY IN CALIFORNIA STATE GOVERNMENT

**Facilitator:** Steve Kotani, ORA Systems

**Assistant Facilitator:** Becki Gibson, GovOps

**Team Name:** Wall Busters for Life

**Team Mantra:** All for one, one for all

#### Wall Busters for Life Team

Jacqueline Barton, DGS

Aborina Crowell, CDCR

Nathan Gargiulo, DMV

Kamyar Guivetchi, DWR

\*Sean M. Harrison, DMV

Gregory Kiefer, Kiefer Consulting, Inc.

Leandra Kruger, DMV

\*Jim Long, DWR

\*Innovation Force Representative

**STATE OF CALIFORNIA INNOVATION PRIORITY:** A silo mentality is inward looking and resists sharing information, resources and ideas with other people or departments. Silo mentality begins at the level of our beliefs. It places restrictive boundaries that inhibit employee engagement and programmatic departmental and organizational productivity. Silos restrict agility and response to real-time change when, out of fear or protectionism, managers and departments stifle the innovative ideas of staff or cross departmental efforts to problem-solve and innovate solutions that would increase efficiency and productivity as service providers. Transforming silo mentality builds a culture conducive to innovation that allows us to respond to the real time challenges of digital society to meet the real time needs of our constituent communities. For example, breakthroughs are achieved within emergency response that spotlight exceptional

performance and leadership at all strata of government—where doors to policy barriers are opened, where bias and competition are replaced by a pervasive unified response, where breakthrough outcomes are achieved in days—not months or years. How can we use disaster response as a tool of learning for operational and behavioral change that is sustainable in all work environments? How can we redefine hierarchical environments to systemically assimilate innovation and collaboration? How can we deploy the integrated membership base of Cal-IPGCA Association and other collaborative efforts across state service to demonstrate a working model that ideates and cross-pollinates efforts across the state?