

**EBMUD**  
**Values and Organizational**  
**Improvement Project Update**  
**Envisioning Tomorrow's EBMUD**

Legislative/Human Resources Committee  
April 12, 2016

# Overview

Based on the work of the Values and Organizational Improvement Teams, five cross-functional teams are being formed to continue the work:

- Values Implementation Team
- Employee Recognition Team
- Performance Improvement Team
- Communications Team
- Teamwork Team

# 7 Strategies for Implementation

1. Embed the District's new values into the fabric of the organization.
2. Create clear strategic direction and shared goals
3. Actively promote teamwork
4. Strengthen communication in all directions
5. Generate and implement new ideas
6. Manage poor performance at all levels
7. Seek methods to retain essential knowledge

# Current and Future Actions

1. Using charters drafted from the ideas of the organizational improvements group, each team will utilize the implementation strategies to engage all District employees in:
  - Addressing District challenges
  - Identifying champions of modeling the District values
  - Creating models for teamwork and collaboration
2. Implementation of Strategic Plan employee talks to better align key performance indicators and solicit employee input to update the Strategic Plan
3. Team outreach to employee groups to validate ideas and plans

# Values Implementation Team Charter

## **Goal:**

Begin the process of embedding the new values throughout the District

## **Executive Sponsors:**

- Richard Sykes
- Eileen White

# Employee Recognition Charter

## **Goal:**

Build a culture of respect and appreciation for all District Employees

## **Executive Sponsors:**

- Laura Brunson
- Mike Wallis

# Communications Team Charter

## **Goal:**

Strengthen District communications in all directions and create clear strategic direction and shared goals

## **Executive Sponsors:**

- Alexander Coate
- Alison Kastama

# Performance Team Charter

## **Goal:**

Manage poor performance at all levels

## **Executive Sponsors:**

- Laura Brunson
- Sherri Hong



# Teamwork Charter

## Goal:

Actively promote teamwork while generating and implementing new ideas

## Executive Sponsors:

- Clifford Chan
- Nick Irias
- Sophia Skoda
- Mike Wallis
- Ben Horenstein
- Xavier Irias
- Richard Sykes
- Eileen White

# Implementation Plan Steps

- February 2016      Begin Working Project Charters
  - Conduct working sessions at field locations whenever possible
  - Invite all employees to contribute ideas
  - Provide project updates for use in staff meetings
  - Dialogue with union leadership, other leaders and champions
  
- March 2016 to December 2016      Expand Work to Additional Actions
  - Continue working sessions at field locations
  - Continue communicating through all channels
  - Assess results and adjust accordingly

# Questions

