Topics

The framework

The approach
The framework...

- Identifying the “blind spots”
- Changing the behavior
- Modeling the behavior
Identifying the blind spots

- Assess your organization for lack of self-awareness
- Review training and development programs
- Examine your organization’s feedback mechanisms
Changing the behavior

- Training and development
- Deliver consistent, honest feedback and be open about receiving it
- Encourage collaboration throughout the organization
Modeling the behavior

- Explore own assumptions about management and leadership
- Review internal reward structure
- Hire the right employees
The approach…

- Address “as is” state of leadership
- Provide training tailored to “as is” state
- Provide resources for lasting results
Address “as is” state of leadership

- Annual offsite with SES staff
- Topic discussions focused on behaviors
- Strategic Workforce Planning Gap Analysis
Provide training tailored to “as is” state

“Blue Ocean Leadership” Framework

Blue ocean leadership achieves a transformation with less time and effort, because leaders are not trying to alter who they are...
Provide resources for lasting results

Strategic Workforce Planning

Implement a strategic workforce planning capability
Provide resources for lasting results (cont.)

Organizational Health

Six Areas of Focus

Knowledge Sharing
Bottom Up Innovation
Internally Competitive

Creative/Entrepreneurial
Talent Development
Employee Involvement
Work group accomplishments

- Launch of Census TV
- 1st Census Innovation Fair
- Meeting-Free Thursdays Experiment
- Development of “Census-pedia” Site