Cal-IPGCA

A human-centric innovation testbed transforming California government.
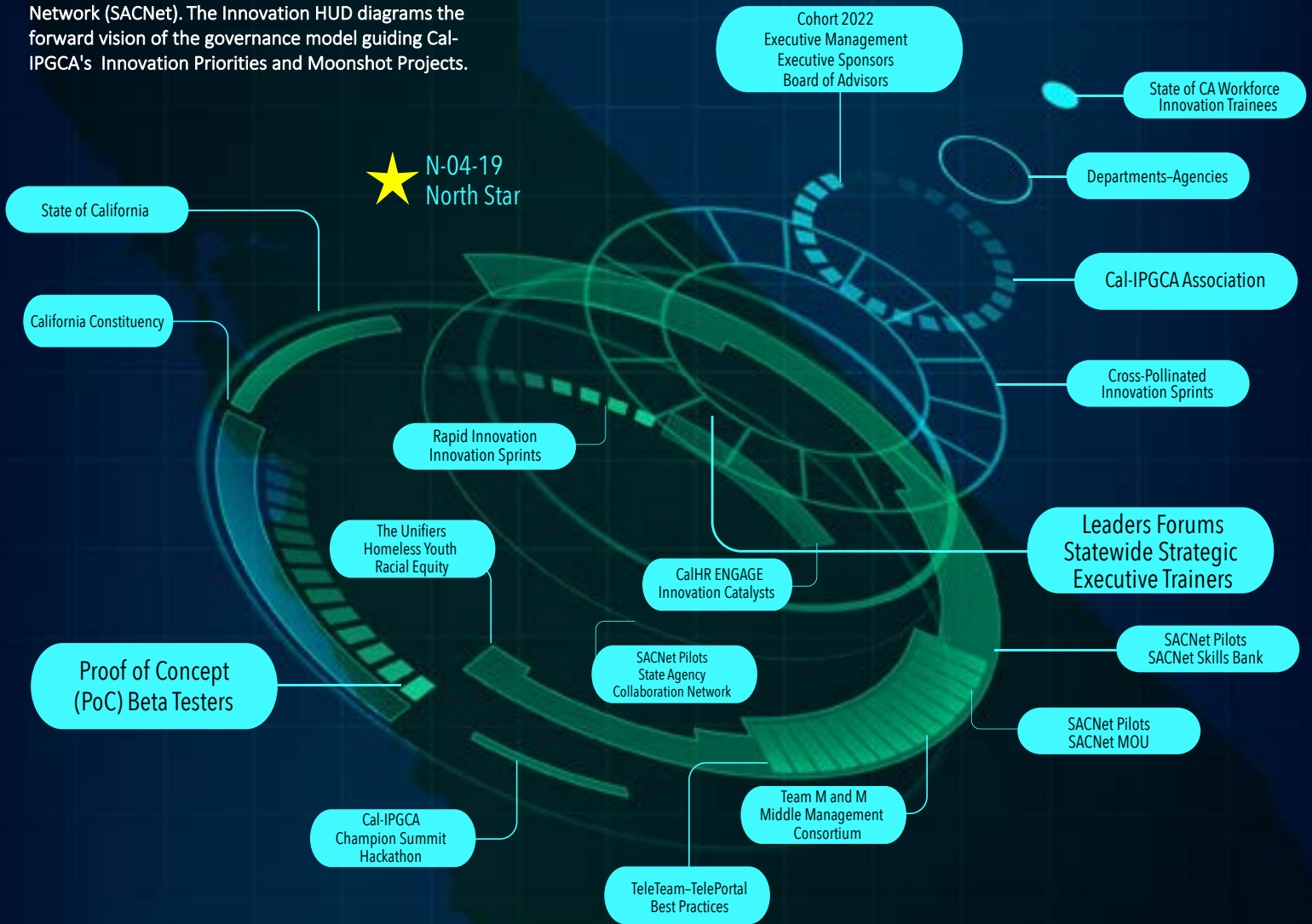
TEAM CALIFORNIA
Pioneering Government Innovation Into the Future

"California is a Nation State. We are many parts, but we are one body–there is a mutuality and a recognition of our interdependence. **–Governor Gavin Newsom March 20, 2020**

COHORT
JANUARY 13 – JUNE 9
2022

GOVERNANCE INNOVATION HUD

Cal-IPGCA's Innovation Head Up Display (HUD) presents a holographic view of the program's systems-powered State Agency Collaboration Network (SACNet). The Innovation HUD diagrams the forward vision of the governance model guiding Cal-IPGCA's Innovation Priorities and Moonshot Projects.

N-04-19
North Star

State of California

California Constituency

Proof of Concept (PoC) Beta Testers

Rapid Innovation
Innovation Sprints

The Unifiers
Homeless Youth
Racial Equity

Cal-IPGCA
Champion Summit
Hackathon

CalHR ENGAGE
Innovation Catalysts

SACNet Pilots
State Agency
Collaboration Network

TeleTeam–TelePortal
Best Practices

Team M and M
Middle Management
Consortium

Cohort 2022
Executive Management
Executive Sponsors
Board of Advisors

State of CA Workforce
Innovation Trainees

Departments–Agencies

Cal-IPGCA Association

Cross-Pollinated
Innovation Sprints

Leaders Forums
Statewide Strategic
Executive Trainers

SACNet Pilots
SACNet Skills Bank

SACNet Pilots
SACNet MOU

Over the past 10 years, Cal-IPGCA has grown to tap and resource all levels of government. As Mark Ghilarducci, Director, CalOES says: "one team, one fight!"

One System.
One State.
One World.

COHORT 2022
JANUARY 13 – JUNE 9

TEAM CALIFORNIA
Pioneering Government Innovation Into the Future

Cohort 2022 Video 🎥

POWERED BY:

SACNet
One System. One State. One World.

Since 2012, through the California Innovation Playbook for Government Change Agents (Cal-IPGCA), ORA Systems, Inc., of California, has trained pioneers of innovation and change for the State of California. Professional development hours meet the State of California biennial leadership training requirements. (GC19995.4).

Two-Page Abreviated Brochure:: Link Here

Executive Managing Sponsor — ORA Systems, Inc.
Executive NGO Sponsor — apsea
Executive Association Sponsor — Cal-IPGCA Alumni Association — Membership is open to all!
Cal-IPGCA Association Sponsor

Executive Departmental Sponsors
WATER RESOURCES

Painting the Landscape of Government Innovation in California – Uniting People, Process, & Technology

Recommendations from Cal-IPGCA Cohort 2021: Cal-IPGCA finds that the State of California must build an authentic, inclusive, and diverse forum for its 240,000-strong workforce, if that workforce is to collaborate efficiently and effectively across the State's 237 agencies, departments, boards, and commissions. Such a forum is essential to working more nimbly with the private sector, as well. The Cohort 2021 findings reinforced that the State needs a State Agency Collaboration Network (SACNet) to empower and enable its employees and organizations to rapidly share knowledge, skills, abilities, and resources, and to foster the agile interagency collaboration essential to deliver a California for All.

Cal-IPGCA Cohort 2021 recognized that integration of people, process, and technology is key to a resilient California government. Cohort 2021 outcomes were built upon the outcomes of Cohort 2019. The O.N.E. Integrators Team had representatives from the four Cohort 2021 Moonshot Teams, namely the SACNet Pilots, Teleteam, M&M, and Unifiers. The O.N.E. Integrators, standing for Opening Minds, Networking Agencies, and Expanding Connections, provided opportunities for cross-collaboration and integration among all innovation priorities and teams. We also identified interdependencies and synergies, reduced redundancy of effort, and enhanced the performance and outcomes of every team. (Cohort 2021's teamed Moonshot Innovation Plans and recommendations are provided below.)

Cohort 2022

Master Calendar

Letter of Welcome

Cal-IPGCA Cohort 2022 – "Team California" Pioneers Government Innovation into the Future

"The people of California, the people of our country, the people of our planet, they need you to innovate. They need your enthusiasm. They need your vision. They need you to think through the best practices, but also to just come up with the craziest new ways of doing government, because that's the way we are going to succeed. We're going to grow. We're going to solve these big problems. I want you guys to reach out. I want you to reach out to me. I want you to tell me your best ideas. I want us to work together. That's the way we're going to really make a difference in this world."
–Angela Barranco, Undersecretary, CA Natural Resources Agency – Day of Innovation – Cohort 2021 Graduation Address – June 10, 2021

Cal-IPGCA Cohort 2022, through a facilitated applied innovation and change process, will proceed in the acceleration of outcomes achieved by Cohort 2021. Their mission–to build and launch a deployment strategy and framework for activating 4 Moonshot Solutions and 8 project prototypes, under 8 Innovation Priorities assigned to Cal-IPGCA by State Leadership.

- Collectively, the activation will be conducted through an iterative agile innovation cycle under the umbrella of statewide beta test models.

- Cohort 2022's training curriculum and deployment activities will integrate the oversight of key state leadership that serve as both trainers and advisors.

- Cohort 2021, with DWR and DMV as leads, pioneered PoC Beta Testers. Expanding beyond, but in a kindred manner, Cohort 2022 Innovation Teams will collaborate with myriads of subject matter experts (SMEs) that participate as Proof of Concept (Poc) Beta Testers.

- State-of-the-art academic, NGO, and private sector resources and technological capabilities will augment and fuel the human-centric prototype designs and processes developed by Cohort 2022 under the umbrella of Governor Newsom's N-04-19 Executive Order.

"I became involved with Cal-IPGCA as a trainee in 2017 and returned in 2019 in their inaugural master's program and again in 2021 as a program mentor for the O. N. E. Integration Team and the SACNet Pilots. Don't look at Cal-IPGCA as just another training program. Cal-IPGCA is a human-centric testbed for California Government Innovation and as an organization or trainee representing your department, you can help modernize government and make the State of California an employer of choice."
–Kamyar Guivetchi, P.E., Manager, Division of Planning, California Department of Water Resources

MISSION, VISION & VALUES

MISSION

To innovate a resilient California that cross-pollinates people, processes, and technologies as it taps into and accesses the comprehensive capabilities of its workforce to collaboratively address the challenges and emergencies of the State and to meet and serve the dynamic needs of constituent communities.

VISION

From within and across government foster a culture conducive to innovation as **One System. One State. One World.** We are independent departments but collectively we are the great State of California. As one system of government we tap into and access the vast skills and capabilities of our workforce to meet our challenges and serve the unique needs of our constituents at the pace of change.

VALUES

We Challenge. Build. Transform and Thrive. We **"Challenge"** through the activation of our enterprise-wide innovation priorities under the strategic advisory of our leaders. We **"Build"** through the development of our Moonshot projects that co-create exponential improvement. We **"Transform"** through co-creative rapid innovation. We **"Thrive"** through accelerated cycles of growth as we tap into and engage the vast resources of our state's 240,000 strong workforce. Independently, our diversity is strength. Interdependently as a force of nature…we're unstoppable!

[APPROACH]

EXECUTIVE ORDER

Governor Newsom's Innovation Sprint Executive Order N-04-19 A common aim of all Cal-IPGCA Cohorts is to make State government an Employer of Choice for current and future employees and a Go-To Service Provider. To this end, the State must develop strategies to attract and retain skilled employees in a nationally competitive job market; and it must provide consistent training and development opportunities—as a single employer across its many agencies—to adapt to new service delivery models in a rapidly changing digital world. As Change Agents, Cohort 2022 will demonstrate State employees can help unleash California's immense human capital.

EMPHASIS

Emphasizing **people (human systems)**, **process (business practices)**, and **technology (tools)** results in a dynamic operational framework, one that allows government to remain fluid, agile, and resilient and able to respond to real-time changes in daily business activities; to societal changes; and to such natural hazards as fires, floods, and earthquakes.

PEOPLE

Our new breed structure carries no titles that define stature–status and value is defined through input of all, creating Cal-IPGCA's accelerated outcomes, integrity of performance, and exponentially advancing employee engagement. We face the pace of change as we tap into untapped or underutilized skills and capabilities within California's workforce. Cal-IPGCA is equal parts top down and bottom up, and we recognize that knowledge and wisdom are universal.

TECHNOLOGY

Human systems lead innovation change, but technology is the hybrid fuel. Technology is a foundation that builds, highlights, expands, and sustains human connectivity and process to assure the workflow can move in real time. The public benefit? Responding to real-time problems with real-time solutions in environments of continuous change for the State of California and beyond.

PROCESS

While process driven management has guided the day to day of business and government for centuries, COVID created a stark reality that new workforce business practices are essential. All processes under Cal-IPGCA are conducted as "whole-systems"…we work independently and interdependently simultaneously at every level of hierarchy and diversity. Through this free-flow of collaboration, our independence and inter-dependence grow in tandem. We build upon what came before so "ever-green" is the hybrid color of innovation-it's essential to meet challenges at the pace of change.

GROUNDBREAKING OUTCOMES

Cal-IPGCA went Virtual: Alongside CA's mass transition to telework, Cal-IPGCA converted to a fully Virtual Platform. Rapidly innovating our skills and capabilities, our training environments transform through Zoom, Slack, Google Docs, Rapid Innovation Jam Boards, Innovation Work orders, Passion Projects, our Champion Summit and Hackathon–fueled by our Master Innovation Facilitators throughout and a statewide fleet of innovators as an auxiliary workforce! Cohort 2022 will continue to advance Cal-IPGCA's groundbreaking virtual environment.

- Growing far beyond Sacramento Region, trainee participation stretched across the State of California. We grew by 2000%–graduating 797 trainees!

- Cohort 2021 Graduate Analytics

- Cohort 2021 produced 43 independently curated, large-scale, Innovation Playbooks: 37 Individualized Playbooks, one for each of 4 Moonshot Teams, 1 Overarching Playbook, and 1 DMV Playbook–"Book of Why."

- **"The Forums"**–Leaders training Leaders: Key Executive Leaders collaborate to "Chart the Course" of Moonshot Projects. The COVID-19 and racial injustice pandemics have exponentially reshaped both the structure and approach of Cohort 2021's Change Challenge Forums. The events set a new performance hallmark for Cohort 2021 in capturing and deploying COVID-Current Leadership Strategy. Newly recorded Forums will be featured in Cohort 2022.

- **JANUARY 14, 2021**: Accelerating Government Innovation through Moonshot Projects
- **JANUARY 21, 2021**: Accelerating Government Innovation through Change Leadership
- **FEBRUARY 4, 2021**: Accelerating Government Innovation through Digital Upskilling
- **FEBRUARY 11, 2021**: Accelerating Government Innovation through Intrapreneurship
- **FEBRUARY 18, 2021**: Accelerating Government Innovation through Risk Intelligence

- Deploys the strategic advisory of state leadership for real-time deployment of moonshot projects and CalHR Leadership Values

- Attendee range of 350 – 500 per session

- Graduates were required to have verified attendance at all five 2.5 Hour Forums to receive the 12.5 Professional Development Hours

- The Forum's Analytics: 284

- **Led by SACNet Pioneers – the Department of Motor Vehicles (DMV) and Department of Water Resources (DWR)** a Proof of Concept Beta Test pioneered first level outcomes to "Unite and Ignite" California's workforce by innovating...

This DMV "Book of Why" was curated from the "Why Statements" of 172 DMV Beta Testers from Cohort 2021.

- Agile Government – Builds & sustains a cross-departmental collaboration network

- Reduced Redundancy – Increased interdependency and collaboration

- A Skills Bank – CalHR deployment of statewide Skills and Competencies & 360Energizes Performance Evaluation

- Increased Performance & Outcomes

- A level playing field that creates User Profiles promoting careers by design that are fueled by passion!

- Capacity – Creating real time response to real time emergencies and challenges as we reach out to serve the constituent needs of our State

- Pioneer Departmental Beta Testers: DMV & DWR lead the charge...Hear their "Why"

- SACNet Analytics

- **Cal-IPGCA CalHR-ENGAGE LMS.** –"The Cal-IPGCA CalHR ENGAGE" applies the value of an idea as a metamorphosis.

Building a Statewide Leadership and Value System… "Cal-IPGCA teaches by doing": Through a continuous improvement cycle, Cal-IPGCA Cohorts create a vibrant learning environment where its trainees apply the strategic advisory of State of California Leadership to CalHR's 9 leadership values.

The Metamorphis of an Idea
Cal-IPGCA CalHR ENGAGE
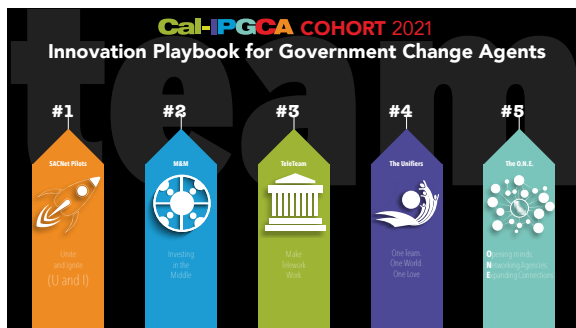David Rizzardo, DWR Assistant Facilitator
Cohort 2021

- Building a bridge between leadership stories to applied exams for trainees, Cal-IPGCA extracted the strategic advisory from its Leaders Forums–aligning each of CalHR's 9 Leadership Values to 18 Micro Training modules that were applied
  - Personally
  - Professional – Organizationally, and
  - In Cohort or departmental innovation projects

- At the heart of it all, our Cal-IPGCA State leaders shared ideas that became advice. Their advice inspired innovation, which allowed our creativity and ingenuity to develop a vehicle that transformed ideas into moonshot projects.

- 2021 Cal-HR ENGAGE Analytics

Cal-IPGCA COHORT 2021
Innovation Playbook for Government Change Agents

#1 #2 #3 #4 #5

- March 10, 2022
  Champion Summit
- April 14, 2022
  Hackathon

"We are conditioned to think if it 'ain't broke, don't fix it.' Right? A lot of us, myself included, are really good at following directions and completing a task. This path is linear. It's easy. It's been spelled out. This training flips that notion on its head and strives to unlock the potential within us to solve complex problems and learn about leadership while attempting to be leaders. We were given a problem and set free to innovate. And while we were supported, how we longed for some bumper rails, just tell us what to do and we'll do it, but that's not the point. It's supposed to be uncomfortable. It's supposed to be hard. They're trying to un-condition us and build that innovative muscle within our minds. I learned, we can do hard things."
–Angela Vincent, CalRecycle, Graduate, Cohort 2021, Cal-IPGCA. Innovationist Presentation – Day of Innovation – June 10, 2021

"The O. N. E. Integrators provided a beta test as a working model that leverages the independent strengths that everyone brought to the table while sharing real time collaboration coordination to optimize the contributions by the participants while minimizing unnecessary redundancy and duplication of efforts. Now imagine for a moment, an environment where we could replicate and scale this integrated approach across state government - that is powerful! As noted earlier, each team selected its own representatives to participate, from each of the underlying moonshot projects. When they met, they shared their work in progress and collectively and quickly identified areas of overlap for consolidation, but also identified opportunities to cross pollinate and strengthen their recommendations."
-Kathleen Webb, Chief Deputy Director, California Department of Motor Vehicles, Cal-IPGCA Day of Innovation – June 10, 2021

Cal-IPGCA COHORT 2021 Innovation Playbook

The O.N.E.–Opening Minds. Networking Agencies. Expanding Connections

The Integrators are an overarching catalyst for developing trust and teamwork among all trainees. We provided opportunities for cross-collaboration and integration among all innovation priorities and teams. We also identified interdependencies and synergies, reduced redundancy of effort, and enhanced the performance and outcomes of every team.

- Team member Biographies ALL TEAMS
- MOONSHOT VIDEO OVERVIEW: (Intro)
- MOONSHOT VIDEO PRESENTATION: (Master - Full)
- OUTCOME REPORT: (PDF)
- POWERPOINT SLIDES

"This is where Cal-IPGCA is so critical for the functioning of state government; how do we share these new ideas across state agencies? So this is the team that's going to bring it to you with several key projects. This touches so many parts of our lives, which forces such an integration. So this is the team that's going to get it done. I'm really excited to be their champion and leadership sponsor."
–Karla Nemeth, Director, California Department of Water Resources (DWR) – Cal-IPGCA Day of Innovation – June 10, 2021

Cal-IPGCA COHORT 2021 Innovation Playbook

SACNet Pilots–Uniting & Igniting California's Human Capital
Moonshot: Unite and ignite California's human capital as an agile workforce to meet the needs of government and society in real-time.
Prototypes: State Agency Collaboration Network (SACNet), Innovation Corps for public-private alpha-beta testing, SACNet Memorandum of Understanding (MOU), and SACNet collaborative talent tool (Skills Bank).

- TEAM MEMBER BIOGRAPHIES
- INNOVATION PRIORITIES
- MOONSHOT VIDEO OVERVIEW: (Intro)
- MOONSHOT VIDEO PRESENTATION: (Master - Full)
- OUTCOME REPORT: (PDF)
- POWERPOINT SLIDES

I've seen what they're doing. They are shining a spotlight on the very important segment of middle management that is the key to unlocking innovation. Team M and M aims to elevate and promote the middle managers role as the backbone of innovation in California government, through partnerships, collaboration, teamwork, and their approach to develop a charter for a consortium that will guide and empower the middle managers and state government to push teams. Team M and M is focused on empowering our middle managers to then empower our workforce. I am so very excited about this moonshot and I completely support a proclamation of just how important every voice is, how important our middle managers are to unlocking innovation in state government."
–Michael Keever, Chief Deputy Director, California Department of Transportation – June 10, 2021

Cal-IPGCA COHORT 2021 Innovation Playbook

M&M–Building a Middle Managers Consortium for Innovation & Change
Moonshot: Build a Middle Managers Consortium framework to engage middle managers, with executive leadership participation, to define problems & design solutions. Because many solutions to empower middle managers rely on changes & buy-in from executive leadership, they will be included in the Consortium. Top down & bottom-up approaches are needed to achieve these goals & create change.
Prototypes: Middle Managers Consortium, Statewide best practices, and Skills Bank

- TEAM MEMBER BIOGRAPHIES
- INNOVATION PRIORITIES
- MOONSHOT VIDEO OVERVIEW: (Intro)
- MOONSHOT VIDEO PRESENTATION: (Master - Full)
- OUTCOME REPORT: (PDF)
- POWERPOINT SLIDES

"If I asked you to draw me a picture of someone who is teleworking, what would that look like? I just want you to think and internalize and imagine it. I have a newsflash for you folks. We have created our own path, our own direction. Our future is connecting. Our future is here and it's there. And it's wherever the work needs to get done because we have created an environment that is suited for our work and is now more resilient than ever before."
–John Sanborn, Chief Learning Officer, CalHR – Cal-IPGCA Day of Innovation – June 10, 2021

Cal-IPGCA COHORT 2021 Innovation Playbook

TeleTeam–Make Telework Work
Moonshot: Build the government workplace of the future with Tele-Portal, a web-based platform designed to promote informed, consistent, & inclusive telework decisions by all levels of State agency leadership & by rank-and-file workers. Tele-Portal will link employees to resources & consistent telework best practices, promote work-life balance, & improve level of government services.
Prototypes: Tele-Portal (8 Pillars), Tele-Portal guiding principles, and Skills Bank

- TEAM MEMBER BIOGRAPHIES
- INNOVATION PRIORITIES
- MOONSHOT VIDEO OVERVIEW: (Intro)
- MOONSHOT VIDEO PRESENTATION: (Master - Full)
- OUTCOME REPORT: (PDF)
- POWERPOINT SLIDES

Cal-IPGCA COHORT 2021 Innovation Playbook

The Unifiers

One Team.
One World.
One Love.

**The Unifiers–Eliminating Youth Homelessness & Moving Beyond Racism**

Moonshot: Implement a collaborative system to prevent & resolve homelessness & racial inequities–giving power to those who are seeking shelter, safety & employment. Shift homelessness at its origin–the children–where all change is possible, & all futures are open roads to be explored. Cause a cultural paradigm shift in attitudes, behaviors, & actions by realizing racial equity where race can no longer be used to predict life outcomes, & outcomes for all groups are improved.

Prototypes: RiseUp Ambassador Corps & mentoring program for youth who are unhoused, State agency Racial Equity Action Plans & tools, State diversity, equity & inclusion training with healing component, accountability measures & Skills Bank

- TEAM MEMBER BIOGRAPHIES
- INNOVATION PRIORITIES
- MOONSHOT VIDEO OVERVIEW: (Intro)
- MOONSHOT VIDEO PRESENTATION: (Master - Full)
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[CAL-IPGCA LEADERSHIP – LESSONS LEARNED]

"In Their Words"
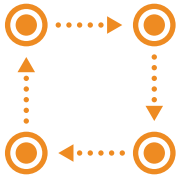
Secretary Wade Crowfoot, CNRA
Kathleen Webb, Chief Deputy Director, DMV
Karla Nemeth, Director, DWR
John Sanborn, Chief Learning Officer, CalHR
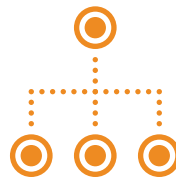Henry Jones, President, CalPERS

LEADERSHIP

Cal-IPGCA

Executive Leadership
Board of Advisors
Leaders Forum - Executive Trainer Bios
Cal-IPGCA Association - Board of Directors

TESTIMONIALS

The words of our leaders and our trainees are the real storytellers of Cal-IPGCA. See and hear what they have to say...

WHO SHOULD APPLY – 5 TRAINEE LEVELS

REGISTER NOW!