Getting Better
All The Time

Patrick Ibarra
The Mejorando Group
Today’s Presenter

Patrick Ibarra
Former City Manager and HR Director
Founder of The Mejorando Group

(925)518-0187
patrick@gettingbetterallthetime.com
www.facebook.com/mejorandogroup
Twitter.com/mejorandogroup
“We can’t solve problems by using the same kind of thinking we used when we created them

– Albert Einstein
Future Factors...

Government VUCA

- Citizens Role
- Economy
- Service Delivery
- Workforce Demographics
- Legal
- Legislation
- Social Media
Trends impacting HR

- Workforce Planning
- Staffing: Recruitment & Promotion
- Value-Added Role
- Strategic Partner
- Service Delivery = Operational Excellence

Transition
“Playing it Safe is no longer Playing it Smart.”
Your Career Brand

Leadership

Innovation

Outcomes

Trajectory
“The absence of mistakes does not constitute success.”
Your Career Brand

Your Leadership Playbook

- Game plan
- Offense
- Defense
- X’s & O’s
- Play Calling
- Touchdown
- The Fans
- The Field

Leadership Capital
Your Career Brand

- Who & What are you reading?
- Networking
- Job Assignments
- Job Shadowing
- Mentoring
- Training

Trajectory
Your Career Brand

- Tasks vs. Results
- Systems Thinking
- Execution
- Impact & Influence
- Fluent in Change

Outcomes
Your Career Brand

- Read non-government publications and web sites
- Participate on a blog
- Explore the arts
- Travel in the discomfort zone
- Write things down
- Wander around – take tours
- Bring in guest speakers
- Stretch the imagination
- Create an Idea Wall

Innovation
Job Qualifications: The primary function of this employee is to plan, develop, and implement neighborhood preservation, code enforcement, and citizen participation programs to improve the quality of neighborhoods in the City. This position performs all duties in accordance with the City Charter, City ordinances, the City's personnel rules, and Federal and State regulations. The work is performed under the general direction of an Assistant City Manager, but considerable leeway is granted for the exercise of independent judgment and initiative. Supervision is exercised over the work of Neighborhood Programs and Code Enforcement.

Some examples of position responsibilities will be to perform duties including, but not limited to, direct, implement, manage and supervise the programs, operations, activities, budget and employees of the Neighborhood Resources Division charged with developing a vision and approach to facilitate improvements; oversee administration of Code Enforcement, and Neighborhood Programs Office; plan and implement improvement to enhance Division's operational effectiveness; develop partnerships with other departments, governments or agencies to work on joint projects and address neighborhood initiatives, code enforcement and remediation by establishing interdepartmental or intergovernmental agreements; implement and evaluate the City's policies and objectives for community outreach and volunteerism developing new and revised program policies, processes, and procedures; act as a liaison with other City departments, City Council, neighborhood groups, public and private agencies, and other communities and conducts meetings and presentations with such groups as needed; and manage resources related to compliance efforts associated with City codes such as nuisances, habitability and maintenance standards, and related codes and abatement procedures, determines priorities for compliance and enforcement in these areas, and monitors the status of such efforts.

Six (6) or more years of progressive management experience in directing neighborhood improvement programs;

A bachelor's degree in public relations, business administration, management, communications or related field;
THE THRILL OF VICTORY

THE AGONY OF DEFEAT
Cultivate fresh ideas and help them take root.

Live, learn, and work with a community overseas. Be a Volunteer.

peacecorps.gov
Adventurers Wanted!
Who are we? A Solutions Provider

What do we do? Partner with government leaders and implement solutions to improve organizational performance.

How do we do that? We provide expertise in:

- Organizational Effectiveness Strategies
- Strategic Planning
- Succession/Workforce Planning
- Team Building
- Leadership and Management Skills Training

How do you contact us? Patrick Ibarra, 925-518-0187 or patrick@gettingbetterallthetime.com

Web address: www.gettingbetterallthetime.com

Our mission is to help organizations and their members “get better all the time”