MANAGING UP AND LEADING DOWN

Catherine Bennett

ICMA Conference Presenter





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Where are you from?



Where are you from?



city, town, or village?



county?



school or other special districts?



state agency?

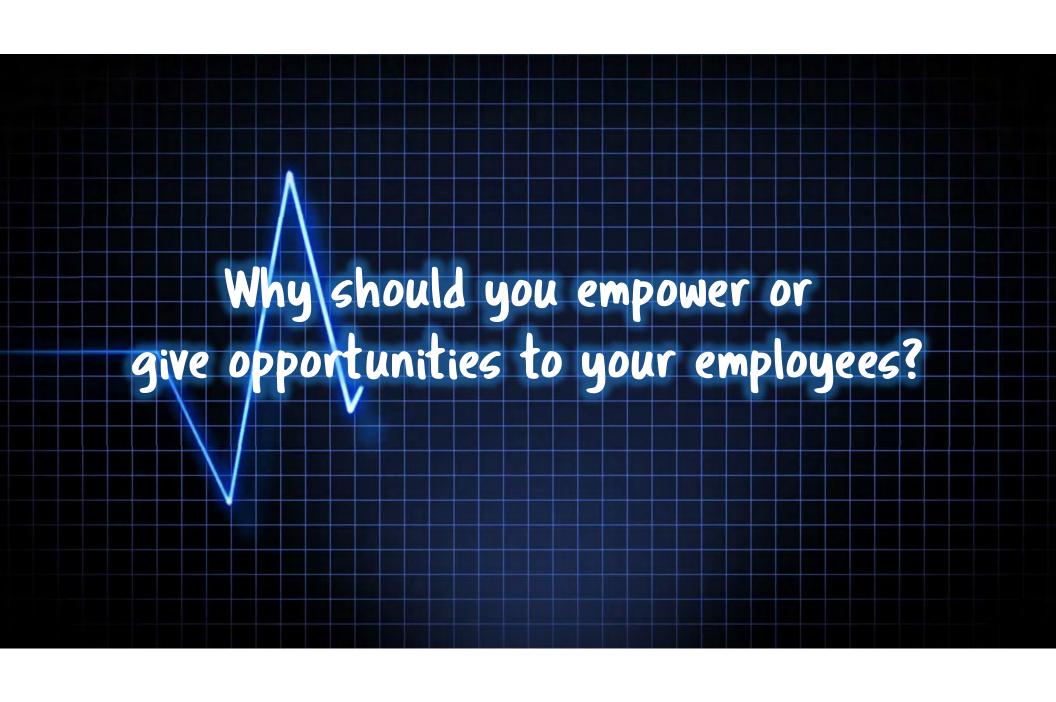


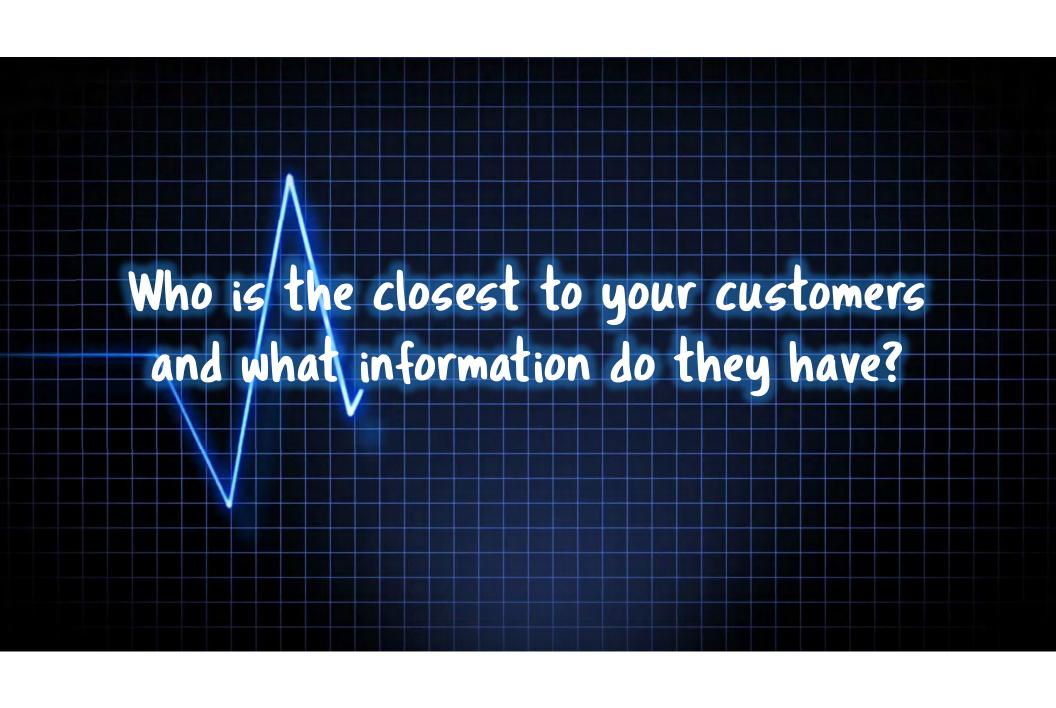
provincial agency?



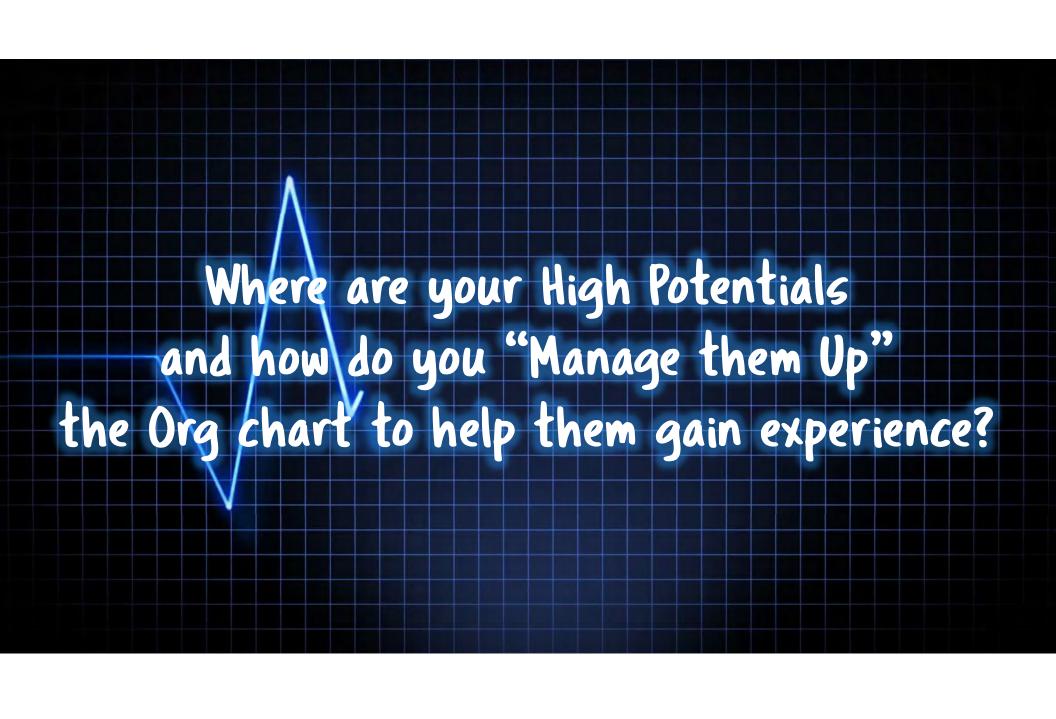
federal agency?

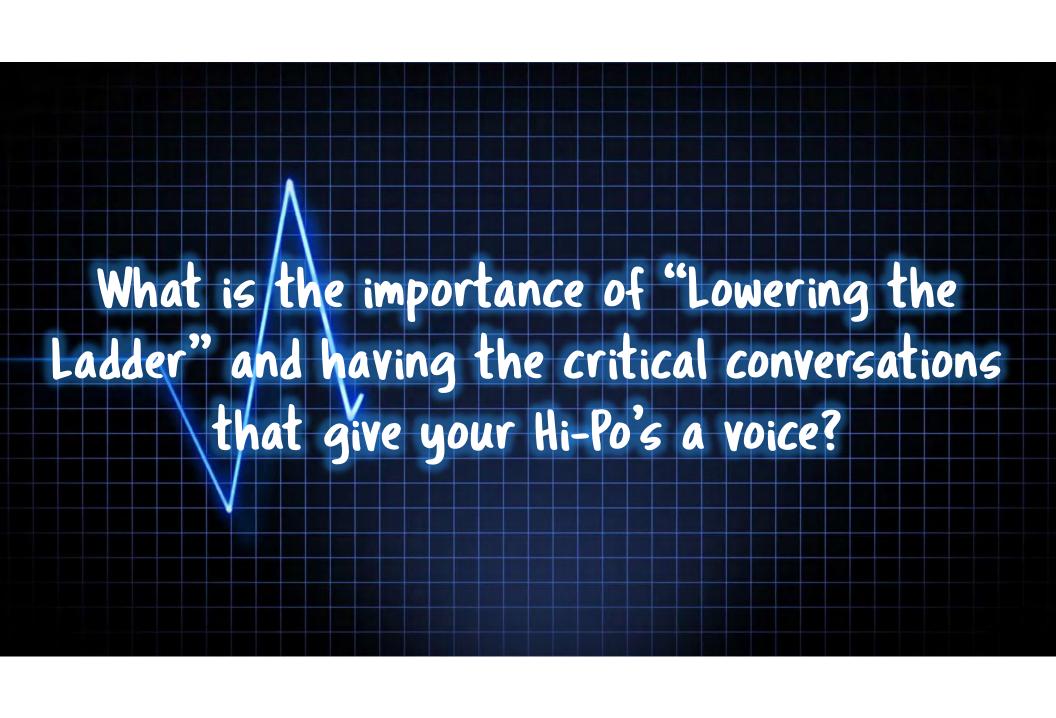












Session key points

- Benefits and consequences of not "Lowering the Ladder" and how ACCUG responded
- The rise of the Innovation Ambassadors program
- This program can be replicated at your agency

How ACCUG encourages a culture of innovation and high performance via the Innovation Ambassadors

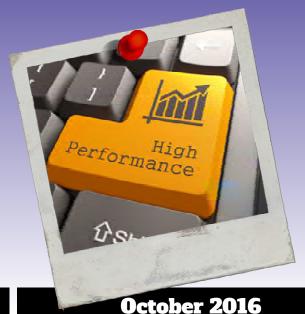
Program Genesis and Evolution



September 2016

Met with Peggy Merriss and Team in Decatur, GA

Purchased membership from Alliance for Innovation (transformgov.org)



Manager's Office Strategic Planning Retreat: Evolution of a High Performance Organization

Managers & Directors select a team of 33 Ambassadors



November 2016

First Innovation
Ambassador Team
Building Day:
Meet and greet
Kickball game
Lunch

Program Genesis and Evolution



SWOT Analysis of ACCUG workshop



March 2017

Emergenetics "Meeting of the Minds" workshop: Introduction to a Strengths-Based Mindset



BUDGET

Program Genesis and Evolution



May 2017

Develop ACCUG Core Values



June 2017

Dissection of current Performance Management system & future iteration recommendations



Self-selection into "hive" project groups



















TO BOLDLY GO WHERE NO TEAM HAS GONE BEFORE...

STUDYING "NEXT PRACT USING THE ALLIANCE FOR INNOVATION COMMUNITY REGOURCES & IDEAS

MEETING WITH SME'S TO DISSECT AND DISCUSS CURRENT ISSUES & RESEARCH GLOBAL SOLUTIONS

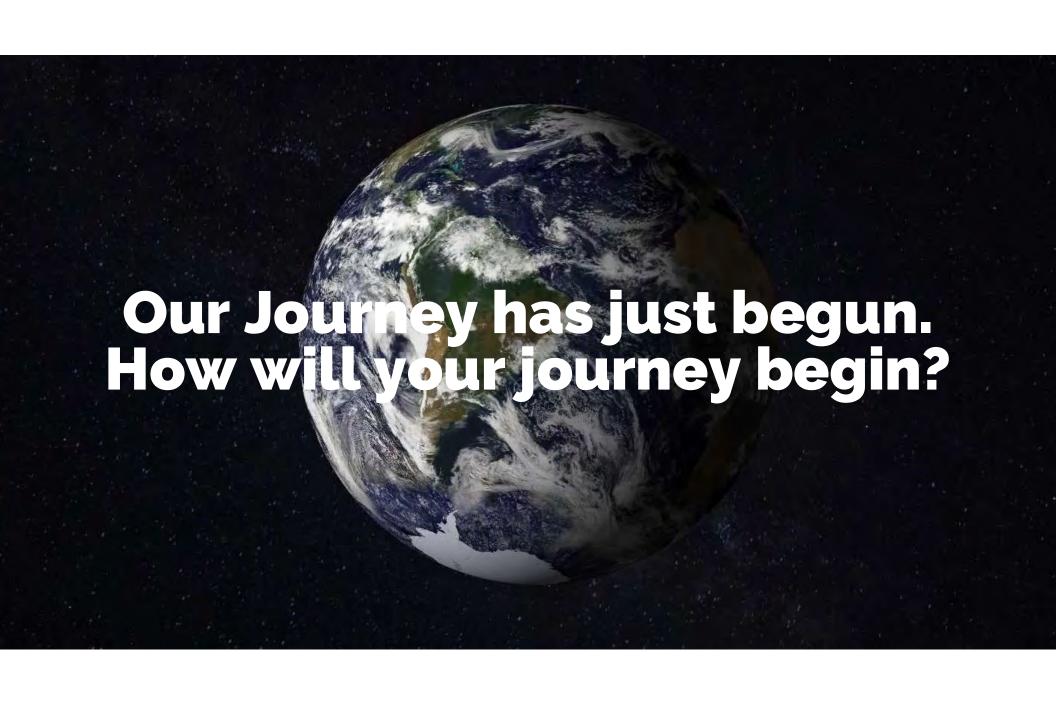












BRILLIANT PRESENTATIONS

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