

An aerial photograph of Baltimore, Maryland, showing the harbor, city buildings, and a large glass-walled building in the foreground. The image is partially obscured by a dark blue diagonal overlay on the left side.

ICMA
conference

BALTIMORE
104th Annual Conference
SEPTEMBER 23-26 **2018**

Progressive Era vs. Google Era Workforce Rules

Grant Yee

Executive Director of Finance,
City of Ontario, California

#ICMA2018



ARE WE **MAD** ?

Vision Objectives

- People Oriented vs. Organizational Oriented
- Alignment with People & Organizational Purpose
- Noble Purpose & Bigger Than Ourselves
- Not Tell, Not Sell, But Want To Buy





Learning, Personal Growth, Happiness, Friendship, Courage, Passion, Self Fulfillment, Making a Difference



Please Join in the Climb to the Top

Leadership Journey

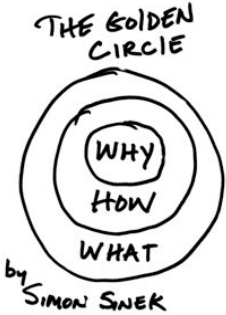
	Management	Transactional	Servant	Transformational	Transcendent
Driver	Authority	Knowledge	Heart	Vision	Noble Cause/ Higher Purpose
Method	Motivation	Motivation	Motivation	Inspiration	Inspiration
Focus	Work Task	Work Task	People	People	People
Org. Structure	Hierarchical	Hierarchical	Hierarchical	Flat	Halocracy
Develop	Subordinates	Followers	Followers	Leaders	Leaders
Employee	Disgruntle	Disengagement	Disengagement	Engagement	Engagement
Change	Status Quo	Status Quo	Status Quo	Innovation	Change the World
Performance Result	Below Average	Average	Good	Very Good	Great



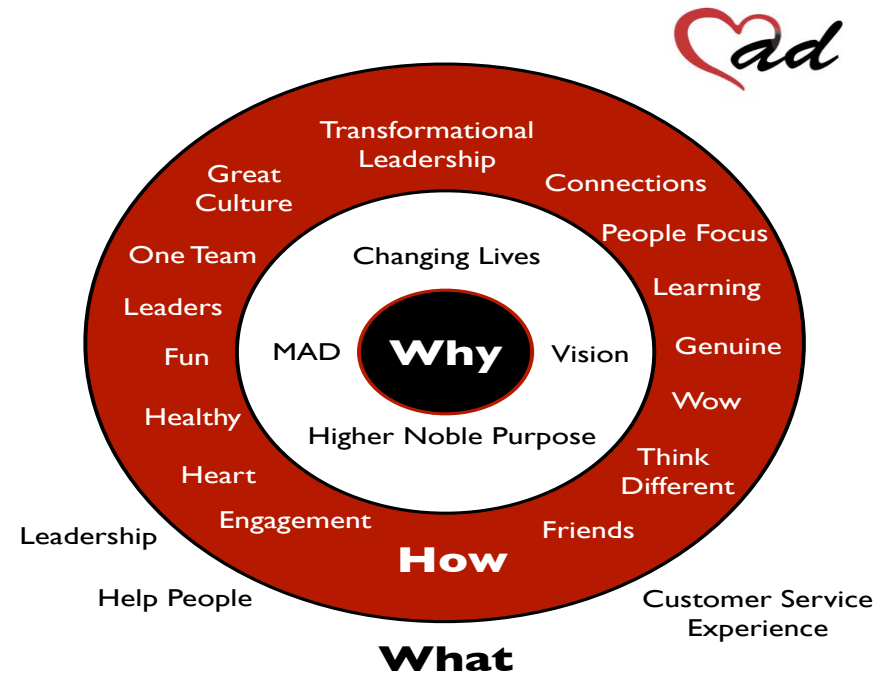
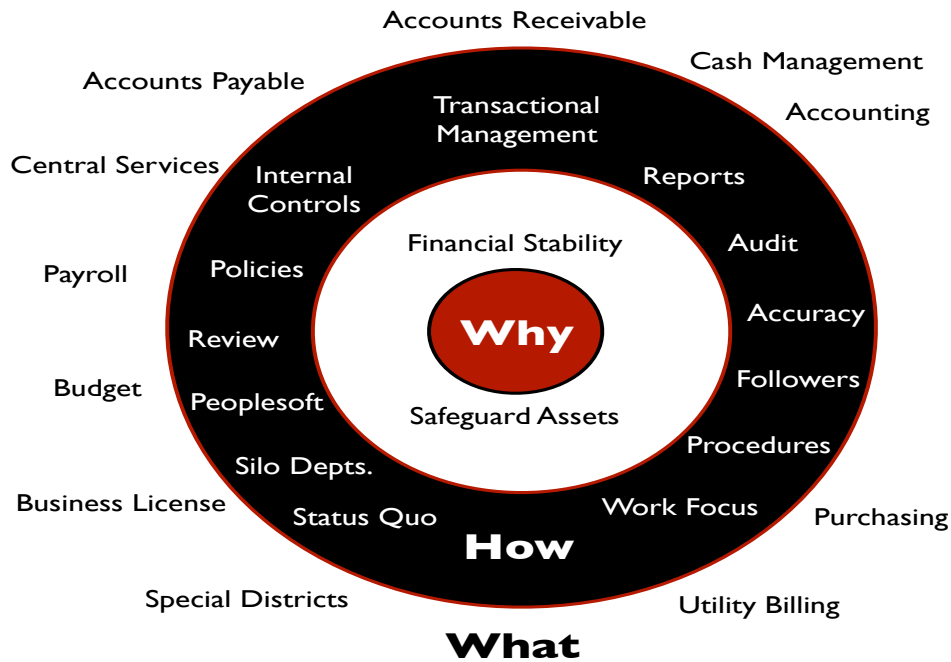
Leadership Values

- People First, Work Second
- Trust & Being Selfless - Biggest Obstacle to Leadership
- Inspiration vs. Motivation
- Genuine From the Heart

Culture



Start With Why



Traditional Motivational Mindset

MAD Inspirational Mindset

Work

Life

Those Who Have a 'Why' to Live,
Can Bear Any 'How'.

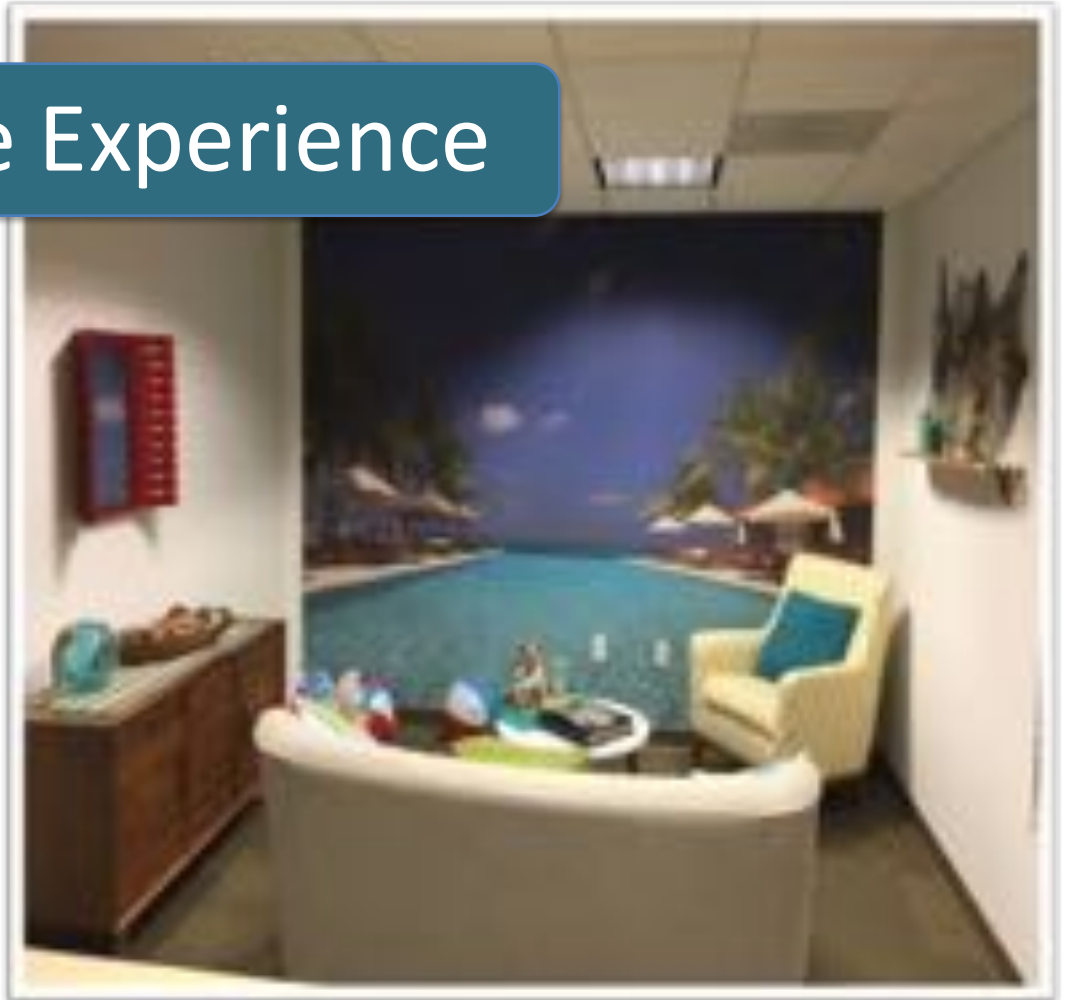
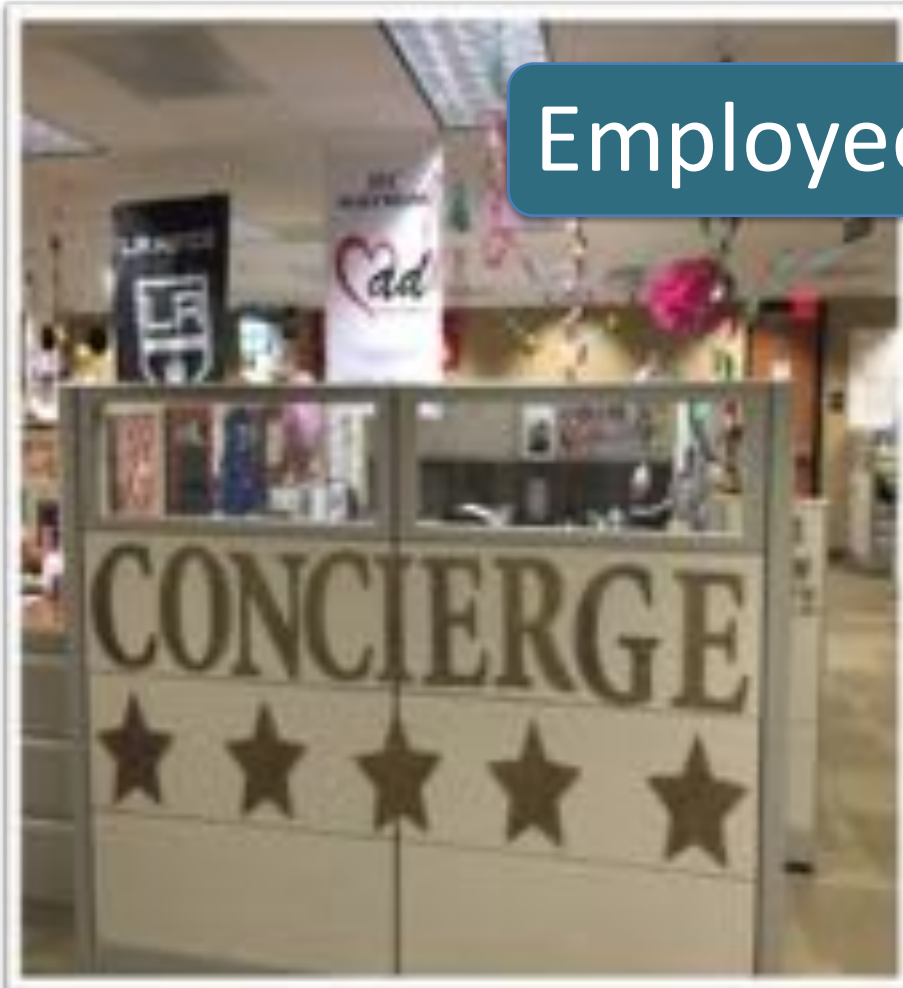
-Victor Frankl

A MAD Life for Me

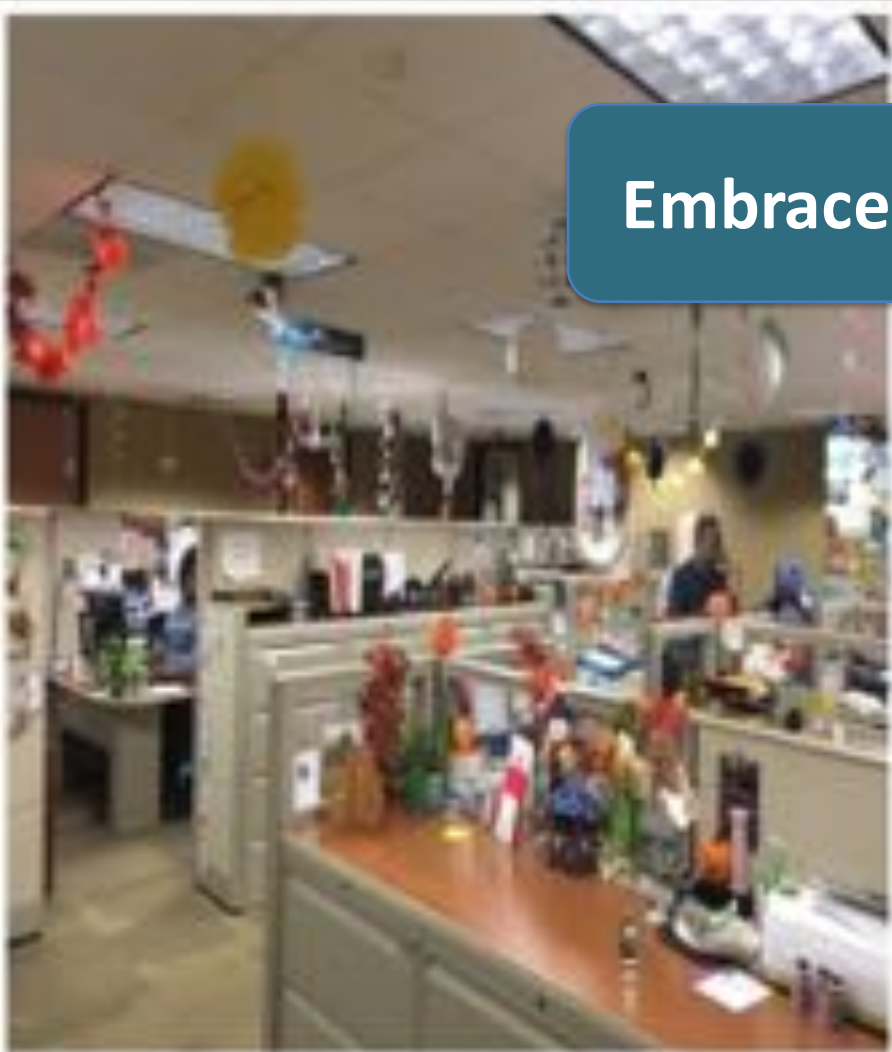
5 Core Values

- Fun and Enjoyment
- Friends and Connections
- Healthy – Physically, Mentally, & Spiritually
- Personal Growth & Learning
- Meaningful Work

Employee Experience



Embrace Individuality



Culture

- Live First, Work Second
- Developed by the Staff
- Sense of Pride & Purpose
- Live It! – Policies, Procedures, & Practices

Amazing Results

- True Employee Engagement & Fulfillment
- Wow Customer Service Experience
- High Performance Team
- Increase in Productivity & Innovation

Make A Difference Day



Tis The Season of Giving



Random Act of Kindness



Making A Difference in
Our Future