Progressive Era vs. Google Era Workforce Rules

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#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

Making A Difference
<table>
<thead>
<tr>
<th>Leadership Journey</th>
<th>Management</th>
<th>Transactional</th>
<th>Servant</th>
<th>Transformational</th>
<th>Transcendent</th>
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</thead>
<tbody>
<tr>
<td>Driver</td>
<td>Authority</td>
<td>Knowledge</td>
<td>Heart</td>
<td>Vision</td>
<td>Noble Cause/Higher Purpose</td>
</tr>
<tr>
<td>Method</td>
<td>Motivation</td>
<td>Motivation</td>
<td>Motivation</td>
<td>Inspiration</td>
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<tr>
<td>Focus</td>
<td>Work Task</td>
<td>Work Task</td>
<td>People</td>
<td>People</td>
<td>People</td>
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<tr>
<td>Org. Structure</td>
<td>Hierarchical</td>
<td>Hierarchical</td>
<td>Flat</td>
<td>Flat</td>
<td>Halocracy</td>
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<tr>
<td>Develop</td>
<td>Subordinates</td>
<td>Followers</td>
<td>Leaders</td>
<td>Leaders</td>
<td>Leaders</td>
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<tr>
<td>Employee</td>
<td>Disgruntle</td>
<td>Disengagement</td>
<td>Disengagement</td>
<td>Engagement</td>
<td>Engagement</td>
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<tr>
<td>Change</td>
<td>Status Quo</td>
<td>Status Quo</td>
<td>Status Quo</td>
<td>Innovation</td>
<td>Change the World</td>
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<tr>
<td>Performance Result</td>
<td>Below Average</td>
<td>Average</td>
<td>Good</td>
<td>Very Good</td>
<td>Great</td>
</tr>
</tbody>
</table>
Leadership Values

- People First, Work Second
- Trust & Being Selfless - Biggest Obstacle to Leadership
- Inspiration vs. Motivation
- Genuine From the Heart
Culture
Those Who Have a ‘Why’ to Live, Can Bear Any ‘How’.

-Victor Frankl

**Traditional Motivational Mindset**

**MAD Inspirational Mindset**

*Start With Why*

"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