



THE JOURNEY TO PERFORMANCE EXCELLENCE

Progress and Timeline
Report for BOCC
FY 2005-2006 and FY 2006-2007

Prepared for Final Report
September 25, 2007 Special Meeting



PURPOSE OF THIS PRESENTATION

- To provide an overview of the county's accomplishments from the past 2 years.
- To introduce the foundation the county has built that lead us to today's presentations.



2006

TWO SIMULTANEOUS TRACKS

- Track 1 - The Leadership Track
 - Leadership System – April and May – Category 1
 - Setting the Example
 - Setting Direction
 - Educating Others.....*Towards Establishing Systematic Processes*
 - Mission, Vision, Values – May – Category 1
 - Global Indicators 14 High Level Key Indicators – May – Category 4
 - Strategic Planning including Current State, SWOT, and Prioritization of Issues – June – Category 2
 - Strategic Planning “Catchball” brought to Division Directors to get input as the SLT prepared for next steps - July – Category 2
 - Strategic Objectives and Strategic Action Plan–September–Category 2

Resulting in the ability to carry out 3 Key Strategic Initiatives beginning in 2007



2006 TRACK 2

- 4 Employee Teams – March through September
 - Employee Satisfaction – Category 5
 - Employee Recognition – Category 5
 - Measures that Matter – Category 4
 - Communication Team – Category 1
- The accomplishments of these teams were reported to the BOCC September 25, 2006



2007

TWO SIMULTANEOUS TRACKS

- Leadership – March 2007 – Category 1
- Strategic Planning Training with Practical Experience-Division Directors - Category 2
 - June – Indicators - Drill Down to Division Level
 - July – STEEP Trends
 - August – SWOT and Complete Current State
 - September
 - Identified and Prioritize Top 5 Crisis and Challenges
 - Began to identify the County's Internal Strengths and Weaknesses in addressing these challenges
 - Established a deadline to complete the Division Level SWOT of January 2008



2007 TRACK 2

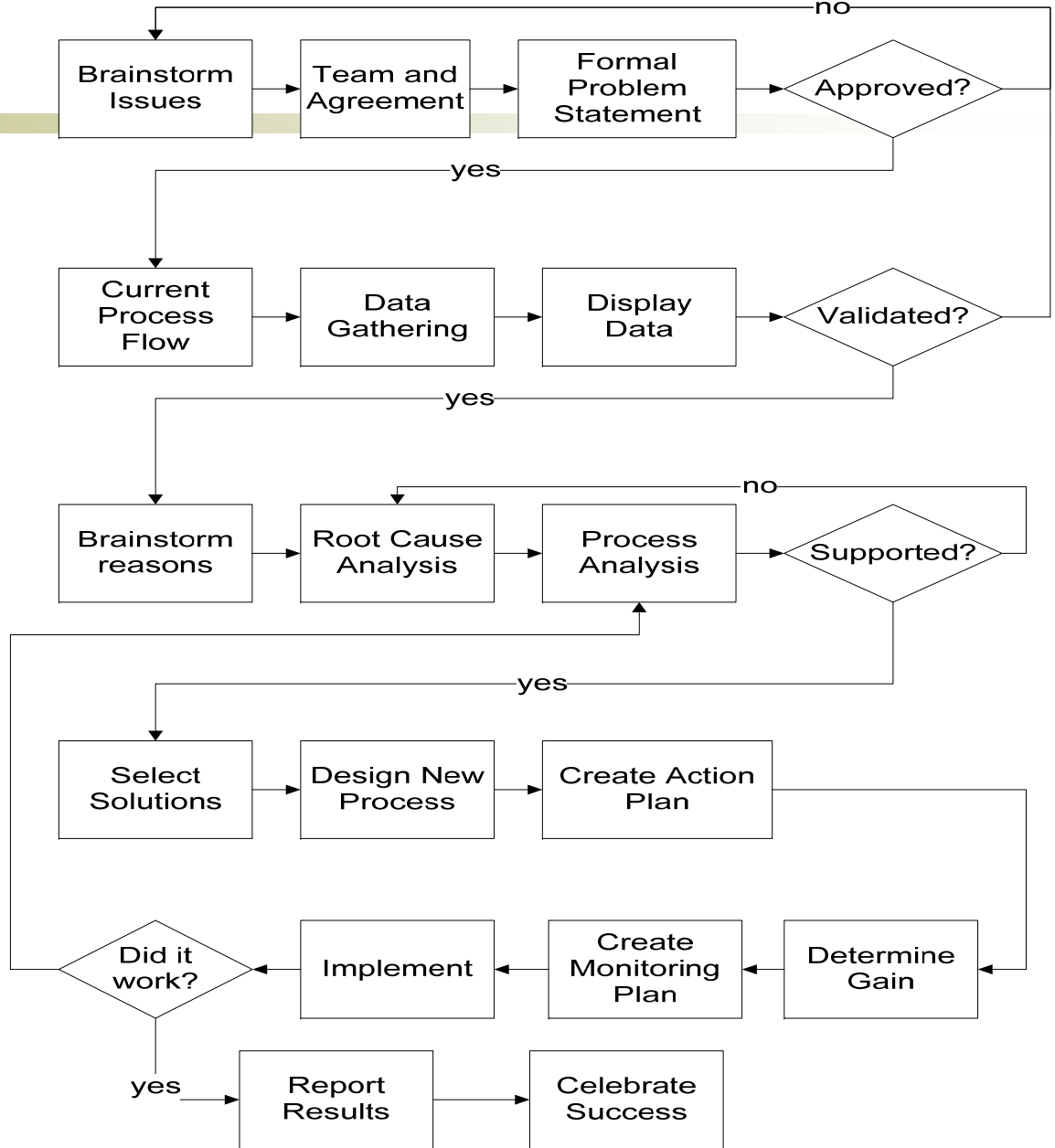
- Senior Leader KBL – April
- Division Director KBL – May
- Employee Teams KBL
 - Define – May
 - Validate – June
 - Analyze – July
 - Improve – August
 - Control – September
 - (Modified to include Teaching Tools as the implementation of the projects is being transitioned to the County Project Manager)



CCI FINAL REPORT

- We have prepared a written document, final report on all the accomplishments with our recommendations for transition which we will provide at the end of the day today.

KBL METHODOLOGY





KBL TEAMS

- The KBL Employee Teams worked really hard and did a super job on their projects.
- Each team member learned more about the county, each other, and a systematic problem solving methodology.
- This will enable each of them to make fact based decisions for the good of Monroe County.



KBL TEAM PRESENTATIONS

- The Success and Results Brochure contains a listing of the Project Teams in the order of their presentations – Page 4