Change Your Culture, Change Your Life!

August 7, 2018

Does culture really eat strategy for lunch?
About the Alliance

- Convene and Engage Networks of Thought Leaders
- Identify, Distribute Leading & Emerging Practices/Trends Important to Local Gov
- Provide Training to help Organizations Build and Sustain a Culture of Innovation

@transformgov
@CityofOntario
How To: GoToWebinar

Clicking the rectangle will place you in full screen mode.

Clicking the arrow on your Go To Webinar Toolbox opens and closes your viewer.

All attendees are muted, but we do want your participation!

Please ask your questions using your Go To Webinar Toolbox throughout the webinar.
Presenter

Grant Yee
Administrative Services/Finance Director
City of Ontario, CA
ARE WE MAD?
Does your organization’s vision give you energy all day?

YES

NO
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
Are leaders made or born?

- MADE
- BORN
- BOTH

Making A Difference
# Leadership Journey

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Please Join in the Climb to the Top

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

• People First, Work Second
• Trust & Being Selfless - Biggest Obstacle to Leadership
• Inspiration vs. Motivation
• Genuine From the Heart
Culture
Does Culture Eat Strategy For Lunch?

YES

NO

Making A Difference
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
One Wow Team

GIANCARLO MEZZA
Rock Star WOW

DESIREE GONZALES
5 Star WOW

DARLENE PEREZ
Going the extra mile to WOW

ALELI BURGOS
WOW at work
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
MEDIA ATTENTION

Felicia C. Logan @Felicialogan 4h
#ICMASUMMIT Grant Yee, Annie Wu, Lilyan Villarreal rock—they know and show the importance of fun as leadership tool

[Image of people posing]

[Image of Zappos award]

[Image of LinkedIn post]

Recent update

Zappos
Zappos Family of Companies

Our friend from the City of Ontario shared this link that talks about what they are doing.

Many people doubt that culture can ‘work’ in a government setting, but these awesome folks are proving that culture has nothing to do with WHAT you do, it is WHO you are!

Thanks, Carol for sharing!

Once You Get MAD,
transformgov.org

8 Likes
Make A Difference Day
Tis The Season of Giving

Random Act of Kindness
Making A Difference in Our Future
WE LIVE!
There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living.
Q&A

Grant Yee
Administrative Services/Finance Director
City of Ontario, CA
Webinar Resources

Questions? Need Handout Copies? Contact Ryan Spillers at rspillers@transformgov.org
Save the Date!
Upcoming learning events:
http://transformgov.org/virtual-events

- 8/30/2018: Two Birds, One Stone: How Mecklenburg County Overcame Two Challenges with One Innovation -
  https://transformgov.org/events/two-birds-one-stone-how-m becklenburg-county-overcame-two-challenges-one-innovation

- 2018 BIG Ideas Meeting from October 26 - 28, 2018:
  https://transformgov.org/events/2018-big-ideas-meeting
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Thank you for joining us today!